



secu COVERAGE AT A GLANCE



MEDICAL AND PRESCRIPTION COVERAGE

SECU offers three medical plan options to meet the needs of our employees and their families which include a traditional PPO option, an HMO option and a high deductible health plan (HDHP) with a health savings account (HSA). Included in all of our plans are preventive care coverage offered at no cost to our employees. There is no time limit requirement to visit providers with SECU's medical plans. Employees can schedule annual physicals and well-woman visits at any time during the calendar year. Rates for our medical plans are tiered based on meeting annual preventive requirements. New hires are automatically enrolled in the wellness rate for SECU medical plans.

The PPO and HDHP plans are offered through Cigna and the HMO plan is offered through Kaiser Permanente. Prescription drug coverage is coupled with your medical benefits and is offered through Express Scripts for the Cigna plans and bundled with Kaiser for the HMO plan.

DENTAL

We offer two options for dental coverage depending on the level of care you may desire. For basic coverage we offer a low option plan and for more enhanced benefits including orthodontia coverage for dependent children and adults, we offer a high option plan. Both plans cover annual cleanings and preventive care at 100%.

VISION

One vision and eye health evaluation are included in your Cigna medical plan annually. If you wish to have additional coverage for prescription contacts, lenses and frames, we offer an additional vision benefits through Avesis Vision. Avesis contracts with optometrists, ophthalmologists, and vision retail centers across the country to meet your vision care needs.

WELLNESS PROGRAM

SECU cares about your overall health and well-being. A healthy outside starts from a healthy inside! Help stay motivated and inspired with our BeWell program, where

you can earn points and rewards for the healthy actions you take that focus on your wellbeing. As a part of our wellness program, SECU offers a wellness discount on medical plan rates for those that complete our annual preventive requirements which include an annual physical or well-woman exam, a biometric screening, two dental exams per year, and one vision exam per year.

FLEXIBLE SPENDING ACCOUNTS

We offer a variety of flexible spending accounts which allow you to pay for certain medical and/or dependent care expenses with pre-tax dollars. By contributing pre-tax, you will lower your taxable income and increase your spendable income. SECU currently offers you three options: a Medical FSA, a Limited Purpose FSA, and a Dependent Care FSA through WEX.

We are offering all benefit eligible employees a Lifestyle Spending Account or LSA. This is a company provided benefit in which SECU sets money aside for you to use on eligible expenses related to physical, financial, and emotional well-being. This benefit meets the needs of everyone, no matter your stage of life, age, or circumstances and is designed to improve your overall well-being or lifestyle. Think of it like a bonus set aside for you and dedicated to the expenses or experiences you value most. SECU contributions are tiered based on your employment status.

RETIREMENT BENEFITS

SECU offers 401(k) benefits through Transamerica. New hires are immediately eligible to participate and will be automatically enrolled in the plan at 6% of your salary. You may choose to make contributions up to the maximum allowed by law in our traditional 401(k) plan and our Roth plan. You may increase, decrease or stop your contributions at any time.

SECU provides a matching contribution of 50% of your deferral, up to a maximum of 6% of pay. In addition, a discretionary non-elective contribution up to 6% of your annual salary per year. Employees must be

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benefit eligible and have worked a minimum of 1,000 hours for the respective calendar year to be eligible for the discretionary contribution. All employer contributions are subject to a 5 year vesting schedule.

DISABILITY BENEFITS

Short and long term disability benefits are offered to all benefit eligible employees and is 100% paid by SECU. These benefits are offered through our vendor partner, Lincoln Financial Group.

LIFE/ACCIDENT DEATH & DISMEMBERMENT (AD&D) INSURANCE

Basic Life Insurance and Accidental Death & Dismemberment (AD&D) Insurance is offered to all benefit eligible employees and is 100% paid by SECU. Additional life insurance and AD&D benefits are offered for a qualified spouse and dependent(s). These benefits are 100% paid by employees who are benefit eligible.

LEGAL BENEFITS

SECU offers legal benefits coverage as a supplemental benefit through United Legal Benefits.

EMPLOYEE ASSISTANCE PROGRAM

SECU partners with Spring Health providing confidential mental health support and work-life services. Employees and their family members have access to 6 therapy sessions at no cost, personalized care plans, mental wellness exercises, legal and financial services, and more.

PAID LEAVE BENEFITS

SECU believes that providing employees with paid time off from work is a valuable benefit. Time off accruals begin immediately and includes annual vacation leave, personal leave, paid holidays, caregiver and parental leave plus much more! Employees do have the option to cash out some of their unused vacation time at the end of each year assuming they meet the requirements.

PROFESSIONAL DEVELOPMENT

TUITION REIMBURSEMENT

SECU offers up to \$5,250 per year in tuition reimbursement to all full and part time benefit-eligible employees who have completed their introductory period and are in good performance standing as long as the courses are job-related. Reimbursement is tiered based on employee status and grade achieved during semester. In addition, we offer many development opportunities that contribute to your overall growth.

SPARK EMPLOYEE RECOGNITION PROGRAM

Our rewards and recognition program recognizes, acknowledges and celebrates employees who consistently demonstrate and uphold our company values, drive company goals, and go above and beyond in their contributions to the company's success. Employees can earn reward points through the SPARK program to be used on a variety of different prizes including fashion, home, travel, gift cards, and more.

COMPANY – WIDE INCENTIVE PROGRAM

Our goal is to cultivate a culture that drives high performance while providing opportunities to increase your compensation by exceeding our organizational metrics. With SECU having the vision to be the most holistic and helpful institution – to bank with and work for – in Maryland, a pivotal part of that vision is to align our strategy with key elements to offer you a company wide incentive payout.

All staff are eligible to receive the incentive payout with the exception of the Leadership Team (AVP and higher roles). Target incentive eligibility is based on your pay grade and additional details can be found on the SECU Salary Structure.

ADDITIONAL BENEFITS

Additional benefits include: SECU membership and loan benefits, professional development benefits, volunteer time, and more!

For complete details on all of our benefit offerings, please refer to our comprehensive benefits guide.

BENEFITS SUPPORT

If you have any questions about these offerings or any of SECU's employee benefits, please contact Human Resources.