



SUMMARY OF EMPLOYEE BENEFITS

At SEPI, we are 100% confident that our people are the reason behind our success. We truly value our employees as part of our professional family. With this in mind, we have developed a comprehensive employee benefits package. On a plan-year basis, SEPI reviews our benefit package, to help ensure it remains competitive within the industry and meets the diverse needs of our employees.

Health & Wellness

- Group Health Insurance - Including dual Medical, Prescription, Dental, and Vision Coverage
- Telemedicine
- Health Savings Account with Company Match & Contribution
- Supplemental Cancer, Accident, & Hospital Plans
- Flexible Spending Account for Dependent Care
- Employee Assistance Program (EAP)
- Gym Membership Reimbursement

Financial Security

- 401(k) Traditional & Roth Retirement Accounts with Company Match 100% Vested
- Company Paid Disability Insurance
- Company Paid Life Insurance

Work/Life Balance

- 9 Paid Holidays per year (one floating)
- Accrued Paid Time Off (PTO)
- Flexible Work Schedules (7am – 6pm)
- Summer Hours
- Paid Bereavement Time
- Paid Maternity/Paternity Leave

Professional Development

- Professional Licenses, Professional Memberships, and Exams Reimbursement
- Tuition Reimbursement
- Student Internships
- Lunch-N-Learn Seminars

Perks

- Casual Dress
- Community Service Opportunities
- Company Sponsored Activities
- Monthly Birthday Celebrations
- Service Awards
- Verizon Wireless Discount
- Credit Union Membership

Medical Benefits - BlueCross/Blue Shield of North Carolina

POS Blue Value Plan

Annual Deductible: Individual \$3,000	
Family: \$9,000	
<i>Coverage Tier</i>	<i>Bi-Weekly</i>
Employee Only	\$55.00
Employee + Spouse	\$275.00
Employee + Children	\$200.00
Family	\$380.00

High Deductible Health Plan

Annual Deductible: Individual \$2,000	
Family: \$4,000	
<i>Coverage Tier</i>	<i>Bi-Weekly</i>
Employee Only	\$25.00
Employee + Spouse	\$146.00
Employee + Children	\$114.00
Family	\$245.00

Dental Benefits - United Health Care

<i>Coverage Tier</i>	<i>Per Pay Period Deduction</i>
Employee Only	\$14.00
Employee + Spouse	\$33.00
Employee + Children	\$31.00
Family	\$51.00

Vision Benefits - Superior Vision

<i>Coverage Tier</i>	<i>Per Pay Period Deduction</i>
Employee Only	\$3.05
Employee + Spouse	\$5.78
Employee + Children	\$6.09
Family	\$8.95