



# 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 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
- Company Paid Disability Insurance
- Company Paid Life Insurance

## Work/Life Balance

- 9 Paid Holidays per year (one floating)
- Accrued Paid Time Off (PTO)
- Flexible/Hybrid Work Schedules
- Paid Bereavement Time
- Paid Parental Leave

## Professional Development

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

## Perks

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

### Medical Benefits - BlueCross/Blue Shield of North Carolina

PPO Plan	
Annual Deductible: Individual \$3,000 / Family: \$9,000	
Coverage Tier	Per Pay Period
Employee Only	\$64.00
Employee + Spouse	\$297.00
Employee + Children	\$217.00
Family	\$409.00

HSA Plan	
Annual Deductible: Individual \$2,000 /Family: \$4,000	
Coverage Tier	Per Pay Period
Employee Only	\$32.00
Employee + Spouse	\$160.00
Employee + Children	\$126.00
Family	\$265.00

### Dental Benefits - United Health Care

Coverage Tier	Per Pay Period
Employee Only	\$14.00
Employee + Spouse	\$33.00
Employee + Children	\$31.00
Family	\$51.00

### Vision Benefits - Superior Vision

Coverage Tier	Per Pay Period
Employee Only	\$3.05
Employee + Spouse	\$5.78
Employee + Children	\$6.09
Family	\$8.95