

# SECURA Benefits

**Time Off:** At SECURA, we know that benefits can boost associate morale, keep you and your family protected, and foster a healthy work-life balance. We offer a blend of generous time-off programs:

- **Flexible Hours:** Based on the business need and position, SECURA makes every effort to offer flexible schedules to those who perform well.

Throughout the company, we have associates who occasionally or regularly work from home, work reduced hours, or have unique schedules. Depending on the position, job location, and associate's tenure, we may accommodate flexible scheduling.

- **Vacation:** The longer you're here, the more you'll get away! In addition to the options outlined below, associates may "buy and sell" vacation days

Years of Service	Vacation Days
0-3 .....	13 days
4-6 .....	18 days
7-9 .....	19 days
10-12 .....	20 days
13-15 .....	23 days
16-18 .....	25 days
19-21 .....	26 days
22-24 .....	27 days
25+ .....	30 day

- **Paid Holidays:** Because we understand the importance of time spent with loved ones, we close our doors a few times each year to allow associates to celebrate nationally recognized holidays:

New Year's Day	Thanksgiving Day
Memorial Day	Day after Thanksgiving
Independence Day	Christmas Eve Day
Labor Day	Christmas Day

- **Sick Leave:** Although we love to see SECURA associates at their best health, we are here to help should the case ever arise that you need to miss work due to personal/family illness or disability.
- **Family Sick Leave:** It's not easy to concentrate at work when you have a sick spouse, child, or other family member at home. Believe us, we know personally! That's why we provide four days of family sick pay each year to our associates. We want you to take care of your loved ones because, when they're healthy, you can concentrate fully on being the rock star associate you are. And, if it's you that is sick - stay home. We want you to get better soon and take the rest you need
- **Individual Short-term, Long-term Disability:** Even a short time away from work can result in bank-account crisis. While we hope you never have to take time away due to short-term disability or prolonged sickness, we are here to help if you're faced with such an ailment and have excellent plans that will see you through.

## Insurance Benefits:

- **Health:** Our Home Office associates have a choice of a Value HMO Plan and a Premier POS Plan through Network Health. We offer a third HSA Savers Plan with a Health Savings Account attached to it that is also an HMO. Our Middleton office and field associates may choose between two plans through Lucent Health's PPO Program.
- **Dental:** Our associates smile a lot, so we like to keep their teeth healthy! SECURA offers a comprehensive dental plan with two different coverage options through Delta Dental. Also, a Dental Associates option is available to home office associates. Coverage is provided for preventative, corrective, major, and orthodontia-related services.
- **Vision:** In order to see what a great company SECURA is, you might need this coverage. We offer two different vision insurance plan options through Superior Vision.
- **Life:** Life insurance is a valuable coverage option for all associates, regardless of current health state. Our basic term life insurance benefit is \$50,000 and is paid for by SECURA. There are options to increase this amount through payroll deduction at group rates. We also provide accidental death and dismemberment benefits equal to the amount of your basic benefit.
- **Long-term Care:** While we hope our associates won't need this coverage for a while, it is a good benefit to help them prepare. We offer three different plans through UNUM, and specified family members may also purchase this coverage through SECURA at group rates.
- **Flexible Spending Program:** We offer both health care and dependent care reimbursement accounts. With our flexible spending program, associates have the option to withhold additional monies tax-free to allocate toward these expenses. This provides you significant savings!

## Retirement Benefits: Secure your future with one of SECURA's 401(k), Roth 401(k), or Profit-Sharing Plans:

- Start saving now! We joke about not retiring until we're 90 years old, but the reality is that retirement can sneak up fast. You are eligible to begin contributing immediately to a 401(k) upon hire. Our 401(k) program is unique, as employer contributions (administered by Vanguard) are based on years of service up to 8%, regardless of your personal contributions.
- Profit-Sharing Plan: When SECURA performs well we want our hardworking associates to share the revenue! That's why we offer employer profit-sharing based on company performance. Depending on the year's success, the payout can be as much as 10 percent of your base pay. Our CEO even hands out profit-share checks individually