

# Benefits Snapshot

At Cherry Bekaert, we offer a comprehensive benefits package to eligible employees.\*



## MEDICAL, DISABILITY, AND LIFE INSURANCE

Select from four medical plans, including a low-premium, high deductible plan. Plans include a pharmacy drug program and a telehealth program. For additional tax savings, you can pair health savings and flexible spending accounts with your medical plan!

We also offer the choice of a dental plan, as well as vision, basic, and additional life insurance. And if you're unable to medically return to work for a non-work related injury or illness, you can take advantage of our short- and long-term disability plans.



## PAID TIME OFF

Start earning paid time off (PTO) from day one. Depending on your role, enjoy at least 20 days of PTO per year. Our program is designed to provide you with flexibility to use your time for family vacations, doctor's appointments or your personal needs. Each year, we also provide thirteen paid holidays.



## 401(K) SAVINGS PLAN AND MATCHING CONTRIBUTION

Through our 401(k) savings plan, you can make tax-deferred or Roth contributions into a retirement plan. You will also receive a matching contribution to your retirement savings plan account equal to 50% of the first 6% of compensation that you save per pay period. So for every \$1 you deposit, we will match \$0.50, with a total matching contribution up to 3% of compensation.



## PAID CARE LEAVE

Important personal events, like the addition of a new child or the unexpected illness of a family member, can qualify you for our paid care leave benefit. You may be allowed to take advantage of up to 12 weeks of paid care leave with full pay to care for yourself or others. Separately, you may be eligible for paid parental leave if you do not qualify for paid care leave.

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Make life easier for you and your family by taking advantage of our other great benefits and life assistance programs.



## EDUCATION ASSISTANCE

We know continuous learning is important, and we encourage you to earn professional designations and certifications relevant to your area of expertise. You will be reimbursed for certain costs related to preparing for and taking exams, and you may receive a bonus upon passing!



## MORE PERKS

### Dependent Care and Transportation Reimbursement

Our dependent care and transportation reimbursement programs allow you to use pre-tax dollars to pay for child care, adult care, work-related transit and work-related parking expenses.

### Dress for your Day Policy

What you choose to wear depends on what you have planned for the day. Depending on your level of client interaction, you can take a formal approach to your style or go business casual - which includes the option to wear jeans.

### Workplace Flexibility

We've created a flexible environment to help you balance your work, family and personal obligations. We'll work with you to determine how and where you work. Some options include flexible schedules, compressed workweeks, work-from-home arrangements and part-time schedules.

### Workplace Outings

It's all about balance here, so we encourage stepping away from your desk. We offer a variety of fun events and gatherings throughout the year. We also give back by serving our community during our annual Volunteer Week.

### Extras

Receive discounts on cell phone plans, concert tickets and more. Reach your personal goals with student loan refinancing, health and financial wellness assistance programs. Other perks vary by office, but may include dry cleaning pickup and drop-off as well as discounts from local merchants.

*\*Full- and part-time employees working 30 or more hours per week are eligible for benefits. Offerings and costs are subject to change periodically.*