





2023 BENEFITS SUMMARY AT A GLANCE

The Bank Policy Institute (BPI) is proud to offer a full array of competitive benefits to our employees. We believe we lead the market in providing benefits that exceed those of other similar organizations. The highlights of our benefits include:

Benefit Type	Plan Details
Medical Insurance 	<ul style="list-style-type: none">• Medical plan choices include:<ul style="list-style-type: none">○ Blue Preferred HSA BlueFund (HSA)○ Blue Choice Advantage (Low)○ Blue Preferred (High)• BPI covers 92% of the premium for the HSA plan, 88% of the Low PPO plan and 83% of the High PPO plan.• BPI contributes \$733/ individuals or \$1,332/ family into the HSA account.
Dental & Vision Insurance 	<ul style="list-style-type: none">• Dental coverage is available from both in-network and out-of-network providers that gives the complete freedom to see any dentist of employee's choice.• Vision coverage is offered through the VSP (Vision Plan Services) network. The coverage includes vision examination, eyeglasses and contact lenses discounts through participating providers.• BPI covers 88% of the premium for the Dental and Vision plans.
Flexible Spending Account 	A Medical Care Flexible Spending Account is available to allow our employees to pay for eligible health care expenses on a pre-tax basis. Can elect up to \$3,050 per year for the Medical Care Flexible Spending Account.
Employee Assistance Program (EAP)	24-hour EAP hotline & online resources that provide access to confidential support, guidance & resources for personal or work-related issues to help employees find solutions for these everyday challenges.
Life & AD&D Insurance STD & LTD Disability Insurance 	<ul style="list-style-type: none">• 100% of premium paid by BPI.• Life insurance coverage is 2 x annual salary up to a maximum amount of \$400,000.• Short-Term Disability, not offered through MetLife, but through an extended sick leave program covered by BPI.• Long-Term Disability coverage at 60% of monthly salary up to a maximum of \$13,000.

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Voluntary Life Insurance



- Voluntary coverage is paid by employees.
- Life insurance coverage for employees may be elected up to a guaranteed issue amount of \$50,000 or with evidence of insurability approval, up to a maximum of 5 x annual earnings to \$500,000.
- In addition, Voluntary life insurance may be purchased for spouse & dependent coverage.

Retirement Plans



- 401(k) Qualified Retirement Plan - 9% employer match - dollar for dollar. Roth 401(k) as an option.
- Employee contribution may begin on the first payroll, following 90 days of employment.
- 457(b) Plan - non-qualified deferred compensation vehicle designed to provide an additional retirement benefit to employees who do not get the maximum 9% employer contribution, based on their annual salary, into the traditional 401(k) plan.

Subsidized Transportation

- BPI offers a monthly transportation subsidy not to exceed \$300 to offset employee commuter expenses for SmartBenefits (metro/transit), parking and bicycling.
- In the event transportation expenses exceed \$300 a month, employees will be responsible for the monthly balance through a payroll deduction.

Education Assistance



- To encourage professional development, BPI offers a tuition reimbursement program to eligible employees who complete job-related courses.
- In addition, BPI makes employer contributions towards paying down student debt through our student loan assistance program.

Identity Theft Protection



BPI sponsors identity theft protection through Norton Life Lock. Coverage will be paid fully by BPI, however employees have the option to upgrade to a family plan through a payroll deduction.

BPI reserves the right to change, suspend, withdraw, modify or terminate these benefits in whole or in part at any time. In the event there is a question or conflict in language or interpretation in this summary, all insurance contracts and/or plan documents will govern over this summary.