

# Benefits Snapshot



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



## Medical, Disability, and Life Insurance

Select from two low-premium medical plans and a low out-of-pocket expense medical plan through Cigna. 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 nine 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 year. So for every \$1 you deposit, we will match \$0.50, with a total matching contribution up to 3% of compensation.



## Parental Leave

Parental leave makes it easier for new parents to take the time to care for and bond with their new addition. In some cases, you could receive as much as eighteen weeks of time away from work when combined with our many other leave benefits and offerings.

If you're a new mother, take advantage of up to six weeks of parental leave with full pay based on your tenure here. Once you return to work, you'll also get an additional week of parental leave. New fathers can also enjoy almost two weeks of parental leave with full pay.

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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.

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