

Recruitment & Retention

“All of the great benefit options we offer provide value to both the firm and our associates. Our child care center is just one key example. If parents are happy and confident about their child’s care and appreciate the accessibility, then we can help them be more productive at work,” said Anne Trebino, Senior Vice President of Human Resources.

Another employee benefit is a more relaxed dress code. Employees can wear jeans daily while maintaining an appropriate business casual look. Security Benefit is also committed to health and wellness, providing a free gym membership to all employees and a subsidized café with healthy selections. Improving employee health and reducing stress are goals that complement the company’s interests as a self-insured entity.

“We strive to provide benefits that enhance the well-being of employees while also helping our bottom line,” Trebino said.

Boosting the bottom line pays off in other ways for employees through a 5 percent supplemental match on 401(k) contributions and a discretionary profit sharing allocation for eligible employees each year based on company performance.

“Our corporate mission is to help people across the country move to and through retirement,” Trebino said. “Our management team has always felt strongly about offering competitive funding levels for retirement programs for our employees.”

Employees also serve on various committees that facilitate community volunteerism and diversity initiatives. A Charitable Trust established in 1976 targets contributions to organizations locally and nationally with input from an employee committee. A matching gifts program enables employees to increase the impact of donations made to educational entities and another innovative program, Dollars for Hours, provides employees the opportunity to make a monetary contribution to a specific nonprofit organization in recognition of volunteer hours served.

Security Benefit invests heavily in the Topeka community and supports a variety of efforts to improve economic vitality and quality of life, particularly with regard to business attraction and young professionals.

“Topeka has always been a wonderful place to raise a family,” Trebino said. “Now we’re focusing on encouraging people in their 20s to stay or come here, while also working toward welcoming more companies to the community.”

Read the complete article from [*TK Business Magazine*](#).

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