

Benefit Information

Our employees are our most valuable assets at Security Benefit. The work they do is central to our success. We offer a comprehensive benefits package that recognizes the importance of engagement and workplace satisfaction, as well as the health and financial well-being of employees and their families. We currently offer a flexible work environment, which may include a hybrid work schedule (three days in the office) or, in some areas, fully remote opportunities.

Health and Life Insurance

Security Benefit offers options intended to support wellness and protect employees and their immediate families in the case of illness, injury, or disability.

Health Insurance

Eligible employees electing medical and prescription coverage may choose from one of three Preferred Provider Organization (PPO) plans or a High Deductible Health Plan (HDHP) with a Health Savings Account (HSA) option. As part of the medical coverage, employees have access to virtual second opinions through 2nd.MD and specialized fertility and family-building services.

Security Benefit also offers comprehensive dental and vision plans.

UnitedHealthcare creates and publishes the Machine-Readable Files on behalf of Security Benefit Corporation. To link to the Machine-Readable Files, please click on the URL provided: transparency-in-coverage.uhc.com

To locate and view Machine-Readable File information:

- Hit Ctrl-F on your keyboard to bring up a search bar.
- Type in Security Benefit Corporation and the associated MRFs will appear.
- Example: 2022-07-01_customer name_Choice-Plus_in-network-rates.json.

For more information, refer to [Transparency in Coverage at uhc.com](https://transparency-in-coverage.uhc.com).

Mental Health

Security Benefit offers many avenues to support the mental health of employees and their dependents. In addition to behavioral health services within the medical plan coverages, the company also partners with Modern Health to provide access to digital courses and meditations and one-on-one sessions with a career coach or therapist. The company engages with Wellthy, offering family support services to assist caregivers with managing care plans and advocating for loved ones. Additional confidential guidance and counseling services are available through the company's Employee Assistance Program (EAP).

Life Insurance

Employees are provided with employer-paid Basic Term Life Insurance and Basic Accidental Death and Dismemberment (AD&D) insurance. Additionally, employees can elect insurance

for Supplemental AD&D, Optional Term Life, Dependent Life, and Spousal Optional Term Life.

Tuition Reimbursement

Security Benefit offers tuition reimbursement for employees who want to further their education at accredited colleges or universities in an area of study related to their job or another position within the company.

Full-time and part-time employees who are benefit eligible and scheduled to work at least 20 hours per week with one year of service can participate.

The company will provide reimbursement for tuition, including required course fees and books, for any passing grades up to \$5,250 per calendar year. The rate of reimbursement is based on the grade received. A and B = 100% and C = 75%. There is no reimbursement for grades below a C. Reimbursement is 100% for “passing” when a course is Pass/Fail only.

Industry Training

Security Benefit offers industry training for employees who want to further their skills in an area of study related to their job or another position within the company. Training may comprise industry licenses and certifications, conference participation, and onsite and online personal and professional development opportunities.

401(k)

Security Benefit's Profit Sharing and Savings Plan offers an excellent source of retirement income while providing employees the opportunity to participate in the company's growth and progress while saving on a tax-deferred basis.

Upon hire, eligible employees may contribute a percentage of their pay on a pretax or post-tax basis to their Profit Sharing and Savings Plan Trust Account. Currently, the company will match 100% of the first 5% of eligible earnings contributed. Employees are also immediately eligible for the discretionary profit-sharing contribution. The company match and profit-sharing vest 50% after one year of service and 100% after two years of service.

Onsite Child Care

Security Benefit Academy provides subsidized onsite childcare for employees with children six weeks to six years of age at the Topeka office. The Academy provides developmentally appropriate learning experiences that encourage each child to develop physical, intellectual, and social skills while progressing through the various developmental stages at an individual pace. Enrollment depends on classroom availability.

Additional Benefits

Additional benefits available to eligible employees include:

- Short-term disability income continuation
- Long-term disability coverage

- Flexible spending accounts
- Norton Lifelock™ identity theft protection
- Comprehensive group legal plan
- Voluntary benefit insurances: critical illness, accident, hospital indemnity
- Adoption assistance
- Paid parental leave
- Paid time off
- Paid holidays, discretionary days of significance, and volunteer time
- Subsidized onsite cafeteria (Topeka Home Office)
- Pet insurance
- Employee referral program
- Ability for employees and immediate family members to purchase five Security Benefit products with no surrender charges

Employees also enjoy other amenities:

- Engaging work environment
- Opportunities for personal and professional development
- Career advancement
- Social opportunities at work and after-hours events

Related Resources

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