

Our Benefits



Vacation/Sick

Vacation time is accrued monthly on a prorated basis. Additional vacation days may be earned through our incentive plan.

Level	Vacation Days <i>before meeting promotion or tenure requirements*</i>	Vacation Days <i>after meeting promotion or tenure requirements*</i>	Sick Days
Senior Associate (Level 1) Associate Manager (Level 2) Manager (Level 3)	15	20	5
Senior Manager (Level 4) Associate Director (Level 5) Director (Level 6) Senior Director (Level 7)	20	25	5
*First promotion with the Firm or upon 17 months of employment as of January 1 of the year			

Holidays

The Firm will observe 8 paid holidays in 2024. Employees hired by February 1 will also receive 1 floating holiday.

401(k) Retirement Plan

Siegfried's 401(k) Retirement Plan consists of an elective salary deferral with an employer match. For eligible employees, we match \$0.50 for each \$1.00 contributed by the employee, up to 7% of the employee's annual salary (not to exceed 3.5% of annual salary), subject to vesting. Eligibility begins on the first day of employment. Monthly deductions will begin with the first or second pay, depending on employee start date.

Profit Sharing

We offer a Profit Sharing Plan in the form of a 401(k) contribution based on achievement of established Firm profit thresholds established at the beginning of each year. Plan participation is based on eligibility requirements and subject to vesting. In recent years, employees have earned an average of 4-5% of eligible salaries. An employee must work 1,000 hours during the calendar year to be eligible for payment the following year.

Health Care Coverage

Full-time employees are eligible for medical, vision, and dental benefits on the first of the month following 30 days of employment.

- **Medical:** Blue Cross Blue Shield's EPO 100 HSA Plan is a High Deductible Health Plan (HDHP) that offers in-network services. A Health Savings Account (HSA) is available for employees to make tax-free contributions that can be applied toward the annual deductible (\$1,600 for Employee Only; \$3,200 for Employee/Spouse, Employee/Child(ren) or Family) or qualified medical, dental, or vision expenses. The Firm will contribute \$62.50 or \$125.00 per month into the HSA, depending on the coverage tier selected.
- **Dental:** Guardian. The dental plan provides 100% coverage for routine exams, cleanings, and x-rays.
- **Vision:** Vision Service Plan (VSP). Coverage includes vision exams, glasses, and contact lenses.

Employee Per Pay Contributions (12 pays per year)				
Plan	Employee	Employee + Child(ren)	Employee + Spouse	Family
Medical				
EPO HSA	\$120.00	\$455.00	\$645.00	\$790.00
Dental				
PPO	\$13.50	\$67.50	\$57.00	\$97.50
Vision				
VSP	\$1.50	\$6.50	\$6.50	\$10.00

Our Benefits



- **Employee Assistance Program:** Employees have access to a voluntary, work-based program that offers free and confidential assessments, short-term counseling, referrals, and follow-up services to anyone who has personal and/or work-related problems.

Bonus Days

At the end of the year, up to 4 bonus days (additional vacation days or days to be cashed out for an additional incentive) may be awarded to Professional Resources based on the total annual billable production hours.

Life and Disability

We provide life insurance coverage and short- and long-term disability insurance at no cost to the employee.

Flexible Spending Account

Employees may contribute pre-tax dollars into a dependent care flexible spending account.

Domestic Partner Benefits

The Firm offers medical, dental, and ancillary insurance coverage to domestic partners similar to the coverage provided to spouses of legally married employees. Additional documentation is required to support Domestic Partner eligibility.

Excused Leave

We allow paid time off (PTO) for bereavement, jury duty, and the CPA exam. For eligible employees, we also offer Childbirth Leave, Childcare Leave, and a Childbirth Ramp Up Period, which is summarized at a high-level below.

Tenure	Childbirth Days	Childbirth Ramp Up Period	Childcare* Days	Total LOA Days**
48+ months (4 years)	50	60% for 8 weeks 80% for next 4 weeks (i.e., 20 days paid at 100%)	15	85 days total leave over 25-week period
Between 24-48 months	40		10	70 days total leave over 22-week period
Under 24 months	20		10	50 days total leave over 18-week period

*also available to non Childbirth Eligible Employees

**for Childbirth Eligible Employees (Childbirth Leave, Childbirth Ramp Up Period + Childcare Leave)

MY Journey® (Personal & Professional Development)

Our MY Journey® program helps our employees enhance and improve their leadership capabilities via a mix of live events with special guest speakers, leadership advisory trainings, on-demand courses, unique allowances, and more.

MY Journey®, which is one of the 5 Promises that we make to our Professionals, is a constantly evolving mix of interactive and engaging elements, including:

- Several live **and** virtual events each year with broadcasts around the country
- Compelling guest speakers like Mick Ebeling, Angela Lee Duckworth, Elizabeth Gilbert, Geraldo Rivera, Candace Owens, Bill McDermott, and Sarah Robb O'Hagan
- On-demand courses and trainings that provide the flexibility and freedom to make time between projects highly meaningful
- Leadership development webinars that cover topics like having difficult conversations, LinkedIn networking, pursuing your passion, and financial fitness
- State-of-the-art education to continue building the skills and acumen needed to create extreme value for clients
- Customized tools and exercises to encourage thoughtful self-reflection and determine next steps

Employee benefit programs are subject to change. This illustration of certain Siegfried employee benefit offerings is not intended to be an exhaustive summary of all benefit programs. For instance, employees are eligible for Siegfried's Employee Assistance Program and may be eligible to participate in parking or transit savings plans.