



# SELLEN BENEFITS AT A GLANCE

## RETIREMENT

**401(k) Plan & Employer Match:** Eligible employees are automatically enrolled in Sellen's retirement savings plan on the 1st of the month following two months of service. Sellen matches your contributions at a rate of 100% of the first 1% and 50% of the next 5%. You are always 100% vested in both your contributions and Sellen's match, and you may change your contribution amount or investment allocations at any time.

**WealthBuilder:** Each year, at the company's discretion, Sellen may contribute an additional amount to an employee's WealthBuilder account. This contribution has historically totaled up to 6% of the employee's compensation. The employee directs that investment and their account vests over 6 years; 0% at year one and 20% each year for the following 5 years.

## TIME OFF

Full time employees receive **Paid Time Off (PTO)** to use for vacation and other personal or sick time. PTO is accrued each pay period and increases with tenure. Our offices are closed and employees receive **Holiday Pay** for the following holidays: New Year's Day, Memorial Day, 4th of July, Labor Day, Thanksgiving and the Friday after Thanksgiving, and Christmas Day. We also offer **three Floating Holidays** a year and paid leave for **Bereavement**, **Jury Duty** and **Military Service**. We encourage community service and provide two days of **Volunteer Time Off** to serve a local non-profit. Our offices also close for MLK Day of Service and we provide paid VTO with organized volunteer activities to honor Dr. King's legacy. Sellen also provides two weeks of **Bonding Leave** paid at 100% of salary for all new parents as a supplement to Washington State's Paid Family Medical Leave (12-18 weeks paid at 90% of salary, up to \$1,327/week).

## WELL-BEING

**Whil Well-being App:** Whil is Sellen's app for mindfulness, stress management, better sleep, and more. Boost your resilience with 250+ science-based mini-courses that provide well-being tools on an array of topics. Available to you and your dependents at no cost.

**Employee Assistance Plan (EAP):** Sellen's EAP is a network of support for you and anyone living in your household. Our EAP offers confidential by-phone and in-person counseling (up to 3 visits per issue), plus no-cost consultations with attorneys and financial advisors and a deep network of referral services (childcare, eldercare, education and tutoring...even dog walkers).

## HEALTH BENEFITS

**Medical, Dental, and Vision Insurance:** On the 1st of the month following your start date, employees and their dependents may enroll in Sellen's medical, dental, and vision insurance plans. Our insurance carriers are Cigna, VSP, and Delta Dental. In 2022, Sellen pays for 90% of the insurance premium cost for employee coverage and 85% of the cost for covering your dependents. Your monthly combined premium costs are \$79 (self only), \$199 (self + spouse), \$182 (self + child/children), and \$283 (self + family).

**Health Savings Account (HSA):** Sellen funds a portable HSA account for you with \$1,000 annually, or \$2,000 if you have enrolled on our insurance as a family. Employees may contribute additional pre-tax dollars into their HSA account. HSAs are triple tax-advantaged savings accounts that can pay for health-related expenses when you haven't yet met your deductible – or extras like face masks and first aid kits. The HSA is like a regular bank account – it earns interest, funds roll over from year to year, and the money is always yours to keep.

## INCOME PROTECTION

**Life & Accidental Death and Dismemberment:** Sellen provides Life Insurance and AD&D coverage with a benefit of one times your annual salary in the event that you pass away. You may purchase additional life insurance coverage at our lower group rates and you pay those premiums through payroll deduction.

**Disability Insurance:** In the event that you are unable to work due to a disability, Sellen's insurance covers you. For the first 90 days, you may use a combination of Washington State Paid Medical & Family Leave and Sellen's weekly short term disability benefits that pay up to 60% of salary. From the 91st day forward, long-term disability benefits will pay up to 60% of your salary per month until you can return to work or until your social security retirement age.

## EDUCATION

Sellen provides matching dollars on employee contributions to their **Student Loans** or **529 Savings Plans**. Sellen matches dollar for dollar up to \$100/mo., \$1,000/year, and \$10,000 per lifetime. Eligibility begins on the 1st of the month after 60 days. Sellen also provides up to \$3,000 in **tuition reimbursement** when your college learning is tied to your professional development goals in your current or future role at Sellen.