



# Total Rewards for the Total You

At the Richmond Fed we offer a wide range of benefits and perks that support your health, wealth and life. In addition to competitive compensation, our comprehensive benefits package includes generous paid time off, tuition assistance, family leave, retirement, professional development opportunities and more. All brought together in a flexible work environment where you can truly find balance.



## Your Wealth

### Financing Your Future

We offer competitive pay and more to support your financial well-being now and in the future.

- In addition to competitive base salaries, eligible employees may also be compensated for a job well done through annual performance-based increases, incentive payments and cash awards.
- Your employer funded pension starts building from day one and you're vested after just five years, at which point you can take some or all of your pension savings with you, based on years of service.
- Our 401(k) Thrift Plan makes it easy to save for your retirement on a pre-tax basis—and we'll help you by matching your contributions up to the first 6% of your salary, plus we contribute an additional 1% of your eligible salary each year—whether or not you enroll—for a possible maximum of 7%.
- Free phone-based financial counseling helps you take control of your financial future.





## Continuing Education

Whether it's unraveling the mystery of the college application process for your child, or you're the one with college plans, we can help. Our education assistance resources provide you with reimbursement for classes toward undergraduate or advanced degrees.

- Full-time employees get up to \$8,000 per calendar year in education assistance toward your undergraduate degree; expenses for graduate degrees qualify for up to \$15,000.
- Part-time benefits eligible employees also qualify—up to \$4,000 per calendar year.
- Our College Coach benefit can help you navigate the college application process through a variety of online, phone and in-person resources.

## Your Health

### Medical, Dental, Vision and Prescription Coverage

Our top-tier medical, dental, vision, prescription and wellness plans help you and your loved ones stay healthy.

- Multiple medical plan options designed for flexibility and choice with coverage for domestic partners and children up to age 26.
- Pre-tax Flexible Spending Account helps you plan for and afford out-of-pocket health expenses.
- Prescription drug coverage includes online pharmacy as well as specialty medications.
- Earn rewards and incentives through our wellness program—just for taking care of yourself.
- Onsite fitness centers, clinics, wellness screenings and flu vaccines are available.

### Insurance for the Unexpected

Our life, accident and disability insurance helps protect you and your family and provides financial peace of mind. We'll even provide access to veterinary care of your four-legged friends!

- In-service death benefit pays 1 time your base salary plus any qualified pension payout.
- Purchase additional life insurance coverage of up to 5 times your base salary; dependent coverage also available.
- Guaranteed short-term disability leave for up to 26 weeks.
- No-cost, long-term disability income plan pays 60% of base salary (less income received from other sources, such as Social Security).
- Supplemental long-term disability enhances the regular long-term disability benefit (if you meet the salary threshold of \$60,000).
- Business travel accident insurance covers from 1.5–4 times your annual salary for loss of life, dismemberment, or total and permanent disability.
- Personal accident insurance coverage for employees available at group rates; dependent coverage also available.
- Up to 15% group discount on veterinary pet insurance premiums.



## Your Life

Our generous benefits support your work and home life—offering flexibility, choice and value, starting day one.

- Flexible work environment with hybrid and remote work arrangements.
- Confidential Employee Assistance Program—because your mental wellness is as important as your physical health.
- Adoption and legal parental rights assistance reimburses expenses up to \$15,000 per child and up to an additional \$5,000 for a special-needs child.
- Up to 10 days each year of backup child or elder care services at a minimum cost to you.
- Dress for your workday—business casual attire is the norm; special circumstances and occasions may require traditional business attire.
- Prepaid legal coverage for you and your dependents includes access to general financial planning and tax services.
- Reduce your worry with free identity theft protection for you and your dependents.
- Take advantage of public transportation and an easier commute with our commuter subsidy.



### Paid Time Off (PTO)

- Full annual PTO amount available to you starting January 1 each year—no waiting to plan those trips!
- Start with a minimum of 23 days of PTO based on an 8-hour workday, and up to 32 days based on years of service.
- Carry over up to 80 hours of unused PTO at the end of each year.

Category	Years of Service	Annual PTO Hours
<b>Individual Contributor</b>	< 5	184
	5 – 9	208
	10 – 14	224
	15 – 19	240
	20 +	256
<b>Officers (Assistant Vice Presidents and Above) &amp; Senior Professionals</b>	< 5	224
	5 – 14	240
	15 +	256



## Other Types of Leave

- Get out and make a difference with 16 hours of paid volunteer leave for eligible community service activities within the U.S. each year.
- New parent? Need to take care of a sick child, domestic partner, parent or spouse? Full-time employees are eligible for up to 12 weeks of family care leave on a rolling 12-month basis (comprised of 8 weeks paid and 4 weeks unpaid). Part-time employees are eligible for leave hours prorated based on their standard work schedule.
- Leave may be taken in conjunction with the birth or adoption of a child or the placement of a foster child in the employee's home. This leave is also available to employees who are obtaining legal parental rights to a child.
- Take up to 15 paid workdays to mourn the death of an immediate family member, including parents, and up to 5 workdays for an extended family member.
- Public service is integral to our mission, so we support your participation through paid military leave and court/jury leave.

## Your Day-to-Day at the Richmond Fed

Work is a significant part of our everyday lives, which is why the Richmond Fed works to create an environment that's not only a great place to work, but a great place to be.

- Employee Resource Networks (ERNs) provide additional opportunities for you to feel connected, valued and engaged and to learn more about each other's diverse cultures, interests and experiences.
- On-site workshops, seminars and speakers, as well as short-term assignments, help you learn and expand your network and your capabilities.
- Our cafeteria serves a mix of both healthy and hearty options.
- On-site fitness centers offer top-notch cardio equipment, weights and fitness classes—free of charge.
- Recognition and awards acknowledge service milestones.
- Lounge and quiet spaces provide a break from your workspace and a change of scenery.
- Coffee/gift shop in our Richmond location provides space to take a break with Starbucks beverages and food items, plus snacks, cards, gifts and more.

*This partial summary highlights some of the provisions of the Benefit Plans and is not intended to be a contract of employment nor a statement of the conditions of employment. Benefits under each Plan are governed by the Plan documents. The Federal Reserve Bank of Richmond/FRIT reserves the right to change or terminate any or all of the benefits for employees and their dependents at any time for any reason. Revised 3/24.*