



A SPOTLIGHT ON BUCKNER BENEFITS

THE EMPLOYER OF CHOICE



WE OFFER AN ATTRACTIVE WORK LIFE BALANCE CULTURE

- 8.5 paid holidays annually
- 3-5 weeks of PTO based on tenure (2 additional flex days annually)
- Comprehensive “work from home policy” to accommodate the needs of our employees when necessary

WE LIKE TO HAVE FUN, RECOGNIZE OUR TEAM MEMBERS AND GET INVOLVED IN OUR COMMUNITY!

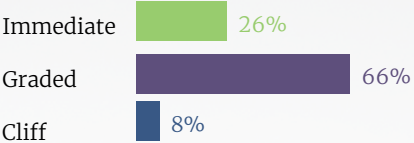
- We host **semi-annual company parties** during the summer and holiday season
- Company paid **semi-annual department outings** for team building
- **All-inclusive incentive trip** for our top producing Sales team members
- Buckner buys **year-end gifts for our employees** as a thank you for their contributions to our success annually
- We spend over \$50,000 annually on **recognition rewards** for our employees
- We get involved in our community through our **Buckner Cares** initiatives



WE HELP YOU SAVE FOR YOUR FUTURE

Buckner is in the **top 15% of employer match contributions** and has a one year vesting which is **better than 75% of other employers.**

VESTING TYPES



MEDIAN YEARS TO FULL VEST

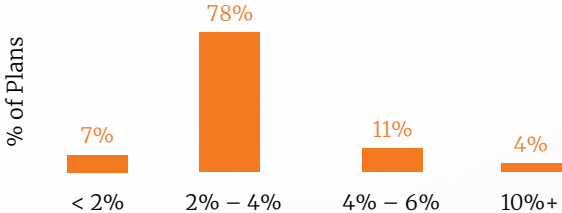


Buckner matches dollar for dollar for the first 3% and .50 cents to the dollar for the next 2%.

You are eligible to enroll the first of the month following your start date and the employer match starts after one year (at which point you are 100% vested).

EMPLOYER MATCH

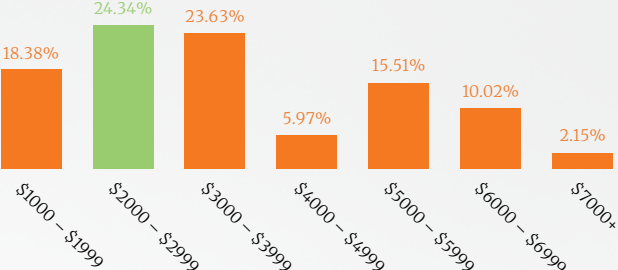
Median maximum match: 3.0%



HEALTH CARE HIGHLIGHTS

Buckner's individual deductible (\$2,500) is the same as (or lower than) 80% of other employers.

INDIVIDUAL DEDUCTIBLE



Buckner helps offset your out-of-pocket medical costs by contributing to your health savings account based on tier coverage level.

HSA COMPANY ANNUAL CONTRIBUTIONS

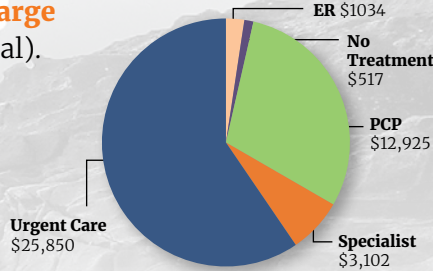
Level	2021
Employee	\$600
Two-Party	\$1260
Family	\$1800

EXTRA PERKS THAT SAVE TIME AND MONEY ON MEDICAL EXPENSES/DOCTOR VISITS

While health carriers sometimes provide Teladoc to their employees, it often comes with a cost associated to members with fees ranging in price from \$15, \$45, \$60 per visit. Buckner offers **New Benefits (Benaccess)** to our employees and their family members **free of charge** on our medical plan (\$3.00 monthly for those not covered on medical).

SAVINGS YEAR-TO-DATE	\$43,428.00
ANNUALIZED UTILIZATION	35.59%
AVERAGE RESPONSE TIME	11 Minutes

WHERE MEMBER WOULD HAVE GONE WERE TELEDOC NOT AVAILABLE



OUR WALLET IS OPEN TO CONTINUED EDUCATION AND PROFESSIONAL DEVELOPMENT

We pay over \$100,000 annually for insurance/industry specific continued education as well as dues/subscriptions to professional organizations and development.

We promote insurance designations and bonus our employees for earning them.

