



Benefits at Work

The value FINRA brings to investors—and the securities industry—starts with our employees. We are committed to attracting and retaining the very best people to join our team. FINRA offers a wide variety of benefits and programs to our employees to enhance and support health and wellness, retirement and investing, and the balance between work and life.

Insurance Benefits

- Medical, dental and vision (spouse, dependents, domestic partner and domestic partner's children are all eligible)
- Employee basic, accidental death and dismemberment, and supplemental life
- Spouse/domestic partner and dependent life, and spouse/domestic partner and dependent accidental death and dismemberment
- Short- and long-term disability
- Legal insurance
- Business travel accident insurance

Retirement

- Immediate automatic enrollment in the pre-tax 401(k) plan deduction at 6 percent of eligible earnings.
- Pre-tax, Roth and after-tax contributions are available.
- FINRA retirement contributions include:
 - First 6 percent of your contributions matched at 100 percent each payroll period.
 - A FINRA-funded retirement contribution from 3 to 9 percent of an employee's base pay based on age and years of service, with full vesting after six years. This contribution is made regardless of whether an employee contributes on their own and in addition to the company match if the employee also contributes to the plan.
 - For eligible employees, FINRA offers and contributes to a Retiree Medical Savings Program, which includes retiree medical and unused leave accounts that may be used to offset monthly medical premiums after retirement.

Time Off and Paid Leave

FINRA encourages its employees to focus on their health and wellness in many ways, including through a generous time-off program of up to 29 days off (including vacation, personal and sick leave; prorated in their first year). Additionally, we are proud to support our communities by providing two volunteer service days*. Other paid leave includes:

- Military leave
- Jury duty leave
- Bereavement leave

This guide is intended only as a high-level summary of FINRA benefits and employee programs. Most programs and benefits are available to regular full-time and part-time employees scheduled to work at least 20 hours per week. Eligibility varies from program to program.

Where there are differences between this and actual plan documents or formal FINRA policies, the plan or policy will prevail. FINRA benefit plans and programs, including specific options, are subject to change.

- Voting and election official leave for federal, state or local primary and general elections (regular full-time or part-time employees scheduled to work 20 or more hours per week);
- Care of a family member leave (available after 90 days of employment); and
- Childbirth and parental leave (available after 90 days of employment)

**Based on full-time schedule*

Flexible Spending Accounts

Employees may contribute pre-tax dollars to a pay for eligible health care and dependent day care expenses.

- **Adoption Assistance Benefit:** Full-time regular employees are eligible to be reimbursed up to \$10,000 for expenses related to the adoption of a minor-aged child.
- **Backup Family Care:** FINRA employees have 24-hour access to a national network of more than 560 in-home health care agencies and more than 4,000 licensed child and adult care centers when regular daycare arrangements fall through.
- **Educational Assistance:** FINRA employees interested in professional education and training or degree programs may be eligible for tuition reimbursement totaling \$5,250 per year for tuition, registration, required course text books and lab fees.
- **Employee Assistance:** FINRA's Employee Assistance Program can help employees and their dependents confidentially work through personal concerns.
- **Employee Referral Program:** Through FINRA's H.I.R.E. program—Help in Recruiting Excellence—employees are eligible to receive a bonus award for referring candidates who FINRA hires and retains.
- **Flexible Work Schedules:** Where business needs and job requirements allow, employees in good standing may request flexible work schedules, including flextime, compressed work weeks and telework.
- **Health Advocate:** Health Advocate's sole purpose is to assist you with personal support when you or any immediate family member, including your parents or parents-in-law, encounter a health care or health insurance-related issue, regardless of your benefits enrollment. Health Advocate is a third-party, independent company that is not connected to FINRA, our insurance plans or any specific medical provider—that way, you can be assured that the advice you receive is confidential.
- **Pre-Tax Commuter Discounts:** Commuter fare cards or vouchers are available to employees and can be purchased up to the IRS limits through convenient pre-tax payroll deductions.
- **Recognition Programs:** Employee service and outstanding contributions to the success of the company are recognized through several programs and awards, including dedicated service, outstanding achievement and peer-to-peer appreciation awards.
- **Surrogacy Benefits:** Full-time regular employees are eligible for surrogacy assistance. Employees can receive up to \$10,000 in reimbursement for non-medical surrogacy expenses.
- **Wellness Programs:** FINRA supports employee wellness by providing on-site fitness facilities (in some locations), local gym discounts and a variety of incentives for healthy behaviors. Gympass offers unlimited access to a global network of more than 50,000 gyms and studios, as well as online classes and wellness apps. Gympass is available to all benefit-eligible employees and their dependents.

FINRA is an Equal Opportunity and Affirmative Action Employer.

For more information or to submit your resume for review, please visit www.finra.org/careers.