



Employee benefit offerings at Standard Chartered, US

At Standard Chartered Bank, a competitive base salary is only the beginning. We take great pride in offering an industry best-in-class total compensation package which is thoughtfully designed to support you and your family members’ overall health and well-being.

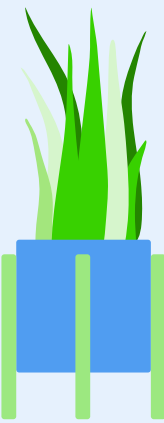
Read on to learn more about what we offer...



Health and Wellness



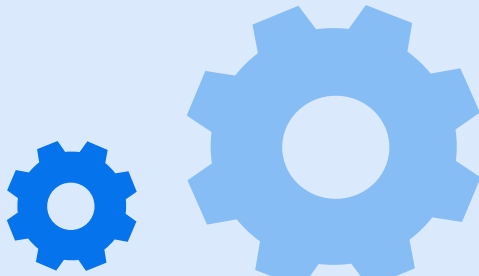
- » Industry leading **health insurance coverage with low employee cost share**, with a choice of two medical plans, dental, vision and **employer-funded Health Savings Accounts (HSAs)**
- » We provide **access** to a range of **behavioral health services**, including Personal Health Assistants and guided treatment plans for certain diagnoses
- » And we promote **opt-in benefits** including Accident and Hospital Indemnity Insurance, Healthcare Flexible Spending Accounts (FSAs), as well as **subsidized gym memberships**.



Financial Wellbeing and Income Protection



- » Our **best-in-class** retirement benefit includes **company-funded contributions of up to 8% of your base salary**
- » Our **life insurance policy covers 3X your annual base salary** for peace of mind
- » We provide both short-term and long-term **disability coverage**
- » We encourage continual learning and development through **external education sponsorships and partnerships**
- » And our **legal plan** offers access and support for various **personal legal matters** including **estate planning, family law, and immigration assistance**.



Family Support



- » We offer **family building benefits through Progyny** which include elective fertility treatments (e.g. egg and sperm freezing, IVF), adoption and surrogacy reimbursement programs **to support all paths to parenthood**
- » We provide **fully paid 20 week parental leave** for all new parents
- » We offer **Dependent Care Flexible Spending Accounts (FSAs)**
- » And we support **back-up care options for children and elders**, for both in-center and in-home services.



Flexible Working and Time Away



- » We lead the market with **25 vacation days each year** — in addition to public holidays, and **a variety of paid leave options** such as Personal, Wellness, Volunteer, Study and Military leave
- » We encourage and facilitate **flexible/ hybrid working arrangements***
- » And we **subsidize a commuter account** for employees who need to work from the office regularly.



External Recognition

Our best-in-class benefits continue to be recognized, most recently we were named to Seramount’s **Best Companies for Multicultural Women, Best Companies for Dads, and Inclusion Index** for our commitment to forward-thinking workplace programs.



*Flexible / hybrid working arrangements are subject to any necessary role-specific considerations