

## 2024 Prospective Teammate Benefits Summary

# Flagstar Bank, N.A. Full-Time Teammate Benefits

Flagstar Bank, N.A. (Flagstar) provides teammates with competitive, affordable and comprehensive benefits. In addition to core benefit programs, full-time Flagstar teammates have the opportunity to tailor their benefit packages to meet individual and family care needs thanks to cost-sharing among teammates.

Benefit programs are current, inclusive and ever-evolving to meet the dynamic needs of Flagstar's rapidly growing and proudly diverse workforce. Eligibility for benefit enrollment begins the first day of the month following the teammate's date of hire, unless otherwise specified.

*This document is intended to be a general overview of benefit programs and not a comprehensive source. Official plan documents supersede these summary details.*

## MEDICAL

All plans offer no-cost preventive care and access to outstanding provider networks, as well as cost-sharing between Flagstar and teammates. Some featured benefits of each Cigna-administered plan are listed below.

### HDHP High Plan:

- Cigna Open Access Plus (OAP) National provider network
- A Flagstar contribution into a Health Savings Account (HSA)
- The ability to contribute to a Health Savings Account (HSA) over and above the Flagstar contribution
- \$3,000 individual / \$6,000 family annual deductible
- 90% coinsurance for most in-network services after deductible is met
- Pharmacy benefit administered by Express Scripts
- No-cost preventive generic medications

### HDHP Low Plan:

- Cigna Open Access Plus (OAP) National provider network
- A Flagstar contribution into a Health Savings Account (HSA)
- The ability to contribute to a Health Savings Account (HSA) over and above the Flagstar contribution
- \$1,600 individual / \$3,200 family annual deductible
- 80% coinsurance for most in-network services after deductible is met
- Pharmacy benefit administered by Express Scripts
- No-cost preventive generic medications

### Traditional Plan:

- Cigna Open Access Plus (OAP) National provider network
- Copays for office visits and prescription drugs
- \$750 individual / \$1,500 family annual deductible
- 80% coinsurance for most in-network services
- Pharmacy benefit administered by Express Scripts
- No-cost preventive generic medications

*Flagstar's California-based teammates (determined by home address) have a Kaiser-administered HMO option.*

**Dario Digital Healthcare:** At no additional cost, Dario Digital Healthcare is available for teammates struggling with weight management, diabetes, high blood pressure and musculoskeletal issues, who enroll in a Cigna-administered medical plan. Dario offers teammates access to tools and resources in order to personally manage their own health condition(s).

**Supplemental Coverage:** Flagstar offers optional MetLife-administered insurance plans to supplement existing medical coverage.

- Hospital Indemnity: Provides a fixed payment amount when you have hospital costs.
- Accident insurance: Provides a fixed payment amount when you have an accidental injury.
- Critical Illness: Provides a fixed payment amount when you are diagnosed with a covered illness.

## DENTAL

Flagstar offers a choice of three dental plans provided by Delta Dental:

- High Dental PPO
- Low Dental PPO
- Dental HMO

Both Dental PPO plans (High and Low) provide broad coverage and offer flexibility in terms of utilizing in- or out-of-network providers. The High DPPO plan includes coverage for implants and orthodontia for adults and dependents up to age 26. The Low DPPO plan accesses the same provider networks but with different cost sharing provisions. The Dental HMO plan provides network-only access and requires the designation of a primary dentist. Flagstar and teammates share costs for all available plans.

## VISION

Flagstar offers a choice of two vision plans provided through Vision Service Plan (VSP).

- Standard Plan: Comprehensive vision coverage.
- EveryEye Care Plan: Copay for eye exams and discounts for all other services.

Most Standard Plan in-network services are available one time annually with flat-cost copays. Teammates who do not enroll in a vision plan are automatically enrolled (at no cost to the teammate) in the EveryEye Care Plan.

## HSA & FSA

### Health Savings Account (HSA)

The HSA is offered in conjunction with both the HDHP High and Low plans. Pre-tax contributions to the HSA can be used to pay for qualified healthcare expenses and are never forfeited. Additionally, teammates enrolled in one of the HDHPs are eligible to receive the Flagstar contribution into their HSA.

2024 Contribution Limits (Set by the IRS): These are offset by the Flagstar contribution (below).

- Employee only coverage: Up to \$4,150
- All other coverage levels: Up to \$8,300
- Age 55 or older in 2024: Up to an additional \$1,000

Flagstar HSA Contributions into HSA:

- Employee only coverage: \$600
- All other coverage levels: \$1,200

Note: Flagstar's contributions are prorated based on start of employment and deposited into teammates' HSA accounts on a per paycheck basis.

### Flexible Spending Accounts (FSAs)

Teammates may choose to set aside tax-free dollars to pay for healthcare and/or dependent care expenses through any of the following account types:

- Health Care FSA
- Dependent Care FSA
- Limited Purpose FSA (only available when enrolled in one of the two HDHP medical plans offered)

## LIFE INSURANCE & AD&D

**Basic Employee Life and Accidental Death and Dismemberment (AD&D) Insurance:** Coverage is paid for by Flagstar in the following amounts based on years of service.

- <5 years of service: 1x eligible earnings up to a maximum of \$1,000,000
- 5 years but less than 10 years of service: 2x eligible earnings to a maximum of \$1,000,000
- 10 years of service or more: 3x eligible earnings to a maximum of \$1,000,000

**Optional Employee Life and AD&D Insurance:** Coverage can be purchased in multiples of 1 – 6x eligible earnings (up to \$2 million).

**Spouse Life and AD&D Insurance:** Coverage can be purchased in \$5,000 increments up to \$500,000.

**Child Life Insurance:** Coverage of \$10,000 may be purchased for your eligible children.

## ADDITIONAL BENEFITS

- **Legal Plan:** Covers Estate Planning, Real Estate Matters, Consumer Protections and more.
- **Pet Insurance:** Provides health coverage for teammates' pet(s).
- **Auto & Home Insurance:** Provides discounted coverage for your home and auto.

### Employee Assistance Program (EAP)

Flagstar offers teammates and their families access to an EAP, with a variety of no-cost services through ComPsych, to provide support and help teammates balance the demands of work, family and daily life.

## DISABILITY

Disability coverage is paid entirely by Flagstar.

**Short-Term Disability:** Eligibility begins following 90 days of employment. After a 7-day Elimination Period, benefits are paid as follows:

- Teammates with <1 year of service: 60% of your eligible earnings for up to 25 weeks.
- Teammates with 1 year or more of service: 100% of your eligible earnings for the first 6 weeks, 60% thereafter through the next 19 weeks.
- Officers receive 100% of eligible earnings for 25 weeks.

**Long-Term Disability:** Eligibility begins first of the month following date of hire. Benefit is paid at 60% of your monthly eligible earnings (maximum of \$15,000 per month). Benefits begin following 26 weeks of Short-Term Disability and continue up to social security normal retirement age for qualifying disabilities.

Note: Pre-existing condition limitations are applicable to all teammates during their first 12 months of continuous employment with Flagstar.

## RETIREMENT & 401(k)

Flagstar's 401(k) Plan supports and encourages teammates' future financial security in providing a tax-advantaged, long-term retirement savings vehicle with free money from Flagstar's matching contributions.

All teammates are eligible to enroll in the 401(k) Plan immediately upon hire and contribute up to the IRS limit. Both pre-tax and Roth options are available.

**Matching Contributions:** Flagstar supports teammates saving for retirement by providing up to 4% of eligible compensation through matched contributions.

**Ayco Financial Counseling:** To motivate, educate and guide teammates toward financial wellness, Flagstar offers Ayco Financial Counseling at no cost to teammates to ensure they have access to professional guides who are knowledgeable in all of Flagstar's compensation packages and benefit plans.

## VACATION & PTO

### Paid Time Off (PTO)

PTO is accrued monthly, resulting in annual amounts for Full-Time Employees shown in the table below:

Years of Service	Annual Full-Time Employee PTO Accrual	
	Non-Officers	Officers
0 - 4 years	18 Days	20 Days
5 - 9 years	20 Days	22 Days
10 - 14 years	22 Days	24 Days
15 - 19 years	24 Days	24 Days
20+ years	25 Days	25 Days

## HOLIDAYS & COMMUNITY

Flagstar's 2024 Observed Holidays:

- New Year's Day – January 1
- Martin Luther King Day – January 15
- Presidents' Day – February 19
- Memorial Day – May 27
- Juneteenth National Independence Day – June 19
- Independence Day – July 4
- Labor Day – September 2
- Columbus Day – October 14
- Veterans Day – November 11
- Thanksgiving Day – November 28
- Christmas Day – December 25

*Teammates are paid for Flagstar-recognized holidays that fall on dates a teammate would otherwise be scheduled to work.*

**Floating Holiday:** All teammates receive one Floating Holiday every year on January 1. Additionally, Teammates working on bank-closing holidays receive a Floating Holiday, (pending manager approval due to critical business needs).

**Community Involvement Day:** Flagstar provides teammates hired prior to October 1<sup>st</sup> with time off for a Community Involvement Day. Teammates are encouraged to use this day to volunteer with Flagstar-approved charities supporting the greater community.