



SVB Life and Benefits: USA 2023

At SVB, we support the whole you.

SVB benefits programs are designed to meet our employees where they are in life. Which means it shows up at home. We embrace and support diverse families; however they're defined. SVBers can enroll in our core benefits programs, plus take advantage of customized perks and offerings.

SVB Holidays 2023

JAN 2	New Year's Day
JAN 16	Martin Luther King
FEB 20	President's Day
MAY 29	Memorial Day
JUN 19	Juneteenth
JUL 4	Independence Day
SEP 4	Labor Day
OCT 9	Indigenous People's Day
NOV 10	Veteran's Day
NOV 23	Thanksgiving Day
DEC 25	Christmas Day

Medical Insurance

SVB provides comprehensive medical plan options through United Healthcare and Kaiser. Employees and their dependents (spouses/domestic partners and dependent children up to age 26) are eligible.

Dental Insurance

SVB offers a comprehensive dental plan through Delta Dental that provides up to \$2,000 per person per year for dental care. Employees and their dependents (spouses/domestic partners and dependent children up to age 26) are eligible.

Vision

SVB provides vision coverage through VSP. The plans provide coverage for eye exams, lenses, and frames every 12 months. Employees and their dependents (spouses/domestic partners and dependent children up to age 26) are eligible.

Mental Wellbeing

Our partnerships with Modern Health and Concern EAP offer comprehensive resources to support employees and their families in their work life and personal life. The service is free to employees and their dependents and funded entirely by SVB.

Healthcare Advocacy and Assistance

SVB provides employees with access to HealthAdvocate, a comprehensive health advocacy service. This program is designed to help employees and their families navigate healthcare and insurance-related issues and resolve problems that may arise.

Payroll Schedule: Paydays are bi-weekly, every other Friday.



Teladoc – Medical Support

Teladoc gives employees and eligible dependents 24/7/365 access to quality care through phone and video consults. To be eligible for Teladoc, employees must be enrolled in an SVB United Healthcare medical plan.

One Medical – Medical Support

One Medical offers same-day, on-time appointments with top physicians in 40+ metro locations. To be eligible for One Medical, employees must be enrolled in an SVB United Healthcare medical plan.

SVB Wellness

SVB offers Vitality, a comprehensive, interactive, and personalized wellness platform that rewards efforts to improve and maintain health. You may also earn an Apple Watch just by working out.

Family Planning

SVB offers an inclusive family building benefit covering fertility services and egg preservation through our partnership with Progyny (for those enrolled in an SVB United Healthcare plan), an adoption benefit of up to \$10,000 per adoption and surrogacy reimbursement up to \$20,000 per surrogacy attempt.

Parental Bonding (Birth and Adoption)

SVB provides 100% of base salary for up to 12 weeks within 12 months of the birth or adoption, which can be used in two-week increments.

Bright Horizons

Bright Horizons is available to all eligible U.S. SVB employees to help manage the demands of work, life, and family. The four programs offered include back-up care, pet care, special needs assistance, college coach and family support.

Health Savings Account (HSA)

To open an HSA, you must be enrolled in a qualified high deductible health plans (HDHP). An HSA is what makes HDHP so popular. It helps with your current healthcare expenses and helps build a safety net for the future.

Flexible Spending Accounts (FSA)

Employees can set aside on a pre-tax basis up to \$3,050 annually for their healthcare and \$5,000 annually for their dependent care accounts.

Commuter Benefits

Employees have the option to set aside a portion of their paycheck before taxes are deducted to pay their eligible commuting expenses up to the allowed IRS maximums of \$300 per month for parking, transit, and vanpooling.

401(k) Retirement Plan

Employees can contribute up to 75% of salary (up to IRS limits) on a pre-tax or Roth 401(k) basis to the SVB 401(k) Plan administered by Vanguard. SVB will match employee contributions up to 5% and the match is immediately vested. Employees may also contribute an additional \$17,250 in traditional after-tax contributions.

Profit Sharing Plan (ESOP)

Employees automatically participate in a Profit-Sharing Plan (ESOP). SVB may make an annual discretionary contribution of 0-10% of eligible compensation (5 year vesting) into an employee's ESOP account at Vanguard.



Benefits Summary

Employee Stock Purchase Plan (ESPP)

Employees can contribute up to 10% of earnings up to \$25,000 worth of company stock to purchase company stock (SIVB) at a discount. The stock is purchased at 85% of the fair market value price on either the first day of the six-month offering period or the last day of the period, whichever is lower.

Employee Home Ownership Plan

Employees may be eligible for discounted loan rates for mortgages on primary homes.

Life and AD&D Insurance

SVB provides Basic Life and AD&D insurance at two times annual base salary up to \$1,000,000. Employees may purchase additional life insurance for themselves, spouse and/or children.

Short Term Disability (Includes Pregnancy)

SVB provides 100% of base salary for up to nine weeks for approved disability claims. If disability continues beyond this time, we offer up to an additional four weeks at 66.67% of employee base salary. Pay will be integrated with any state disability or other income benefits the employee is eligible to receive. SVB provides this coverage at no cost to eligible employees.

Long Term Disability Insurance

SVB provides Long Term Disability insurance of 66.67% of earnings up to a maximum monthly benefit of \$16,500. SVB provides this coverage at no cost to eligible employees.

Sick Time

Employees earn up to 80 hours of sick time per year, which carries over each year to a maximum of 600 hours.

Vacation/Time Away From Work

Non-exempt employees may accrue up to 176 hours per year and carry balances up to 240 hours. Exempt employees participate in SVB's "time away from work" practice, in which they work directly with their managers to plan needed time away from work to refresh and renew.

Business Travel Accident Insurance

SVB provides insurance coverage to all employees while traveling on SVB business. The policy from Chubb includes benefits for lost or damaged checked baggage, emergency evacuation, travel assistance, and accidental death insurance.

Employee Referral Program

SVB provides generous incentives to encourage employees to refer top talent. Employees may earn up to \$3,000 for these candidate referrals. Payment is made after your candidate successfully completes 90 days of employment with SVB. Referral awards are taxable. Review the Source for program details.

Learning Opportunities

SVB offers learning in group and individual settings on several platforms including LinkedIn Learning, getAbstract, and SVB's internal learning management system BLUE Learning. You may also be eligible for up to \$5,250 per calendar year in educational assistance.



Benefits Summary

Employee Recognition

SVB has a strong commitment to recognize employees who demonstrate SVB values and play a role in creating a culture of unity and curiosity. Awards are given out annually recognizing performance, client care, operational excellence, and community service.

SVB in the Community: Matching Gift and Community Involvement Program

SVB's Matching Gift Program matches employee donations to eligible non-profit organizations up to \$2,000 per calendar year. SVB also encourages community volunteering and will match up to \$25 per hour up to 40 hours or \$1,000 per calendar year for volunteer time with qualifying charities.

SVB Values

At SVB, we have a culture of unity and curiosity.

We are SVB. We are collective of driven, forward-thinking individuals united, for one singular goal: to help those who are creating the future. When we put the team first, work across silos and truly come together, we better serve our clients. We enable and bring to life bold ideas around the world, backing those who courageously make next happen. Together we relentlessly execute on our own strategies. We feed our own curiosity and never stop learning. We harness our collective power to deliver on our commitments to our clients, and the communities we serve.

- We start with **empathy for others**
- We **embrace diverse perspective**
- We take **responsibility**
- We keep **learning and improving**

Neither this document nor the benefits described in this summary, creates a contract of employment, or a guarantee of employment, between SVB Financial Group and any employee. The complete details of each plan are in the legal documents under which the plans are administered. The legal documents will prevail in case of conflict between anything written here and the legal documents. SVB Financial Group reserves the right to amend or discontinue any program at any time with or without notice and as in its sole judgment may be necessary. Updated January 2023.