

Sandy Spring Bank

Employee Benefits



We seek competent, motivated employees who share our commitment to being remarkable. To attract and retain these quality individuals, we provide a market driven salary administration program and a comprehensive benefits package. Listed here, in brief, are the benefits employees receive as a part of their total compensation.

Sandy Spring takes pride in offering a broad benefits program to its most valuable asset. . .our staff.

Primary Benefits

Employees receive the following benefits regardless of hours worked¹:

- 401(k) Plan – Employees will be automatically enrolled in the 401(k) Plan. Employees may elect to change the enrollment at anytime. The 401(k) Plan offers both pre- and post-tax contributions.

Numerous investment options are available including company stock.

- Employer Match – Sandy Spring Bank will make safe harbor matching contributions of 100% of the first 4% of compensation you contribute and 50% of the next 2% of compensation you contribute.
- Employee Assistance Program
- Fringe Benefits – Including, but not limited to, Auto Buying Services, dependent care/elder care referral services, discounts on wireless service and various amusement park tickets.
- Free Home and Auto Insurance Review
- Employee Banking Services
- Paid holidays² (If scheduled to work)
- Paid Bereavement Leave²
- Paid Jury Duty² – Paid leave while serving on a jury
- Leave Purchase Plan²

- Paid Time Off² – The Company provides eligible employees Paid Time Off (PTO) to use for vacation, illness, dependent illness, doctor's appointments, or any other personal business.

Employees who work a minimum of 20 hours per week are eligible for¹:

- Family and Medical Leave
- Employee Stock Purchase Plan – Allows employees to purchase Sandy Spring Bancorp Common Stock through payroll deduction at a discounted price.
- Tuition Assistance – reimbursements are based on years of service and/or field of concentration.
- American Institute of Banking – Through the MD Bankers Association, employees may take industry related courses that are fully paid by the Company.



From here. For here.

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Employees who work a minimum of 30 hours per week are eligible for¹:

- Flexible Benefits Package (see below)
- Short Term Disability Insurance
- Paid Parental Leave² (Paid leave immediately following a birth or adoption.)

Flexible Benefits

SSB offers a flexible benefits package that consists of certain core benefits provided at no cost to the employee, coupled with optional benefits that, in many cases, are subsidized by the Company. Any balance owed by the employee is paid by pre-tax salary deduction.

Core Benefits – (No cost to employees)

- Life Insurance & AD&D
- Long Term Disability

Optional Benefits – (Out-of-pocket expense to employees)

- Increase Core Benefit – Additional life insurance, AD&D and LTD may be purchased.
- Medical – Employees have the opportunity to select from three Sandy Spring Medical Plans utilizing the BCBS CareFirst Preferred Provider Network or Kaiser Permanente Select HMO.
- Dental – Our dental plans provide complete coverage for routine maintenance and partial coverage for various other dental services utilizing the BCBS CareFirst National Dental Network.
- Vision – Our vision plan provides reimbursement for annual eye examinations, frames, lenses and contacts.

- Health Care and Dependent Care Flexible Spending Accounts (FSA) – Employees may elect to have pre-tax salary deductions go to a FSA. Funds are used to reimburse eligible health or dependent care expenses.
- Dependent Life Insurance – Limited coverage may be obtained on a post-tax basis.
- Health Savings Account – Employees who enroll in the SSB High Deductible Health Plan may elect to have pre-tax salary deductions go to a HSA.

¹ A waiting period may pertain to some of these benefits. ² Commission employees not eligible. Sandy Spring is an Affirmative Action / Equal Opportunity Employer.

