My Benefits

supporting your total wellbeing

EideBailly

2025
BENEFITS GUIDE

My Benefits

THANKS FOR BEING PART OF EIDE BAILLY

"Happy, healthy staff and partners are critical to a strong firm and culture. Our benefits are designed to address four key areas of wellbeing—physical, financial, emotional/social and career—to support you and help you be your best."

Eide Bailly LLP

Contents

Eligibility

All benefits in this guide are available to staff members scheduled to work 1,000 hours or more on an annual basis.

- The following benefits are pro-rated for ¾ and ½ time employees, accordingly: paid time off, holidays, Lifestyle Spending Account, and volunteer time.
- Staff working under 1,000 hours per year are only eligible for the 401(k) Profit Sharing plan, employee assistance program, Calm App, Wellable, and referral program.
- Interns are only eligible for the 401(k) Profit Sharing plan, health insurance, employee assistance program, Calm App, Wellable, and referral program.
- Advisory Staffing employees are not eligible for paid time off.

Your coverage start date will be the first day of the month following your hire date, unless otherwise stated. You must complete the appropriate enrollment within 30 days of your hire date in order to be covered. If you do not elect benefits and confirm your elections in myHR during your new hire enrollment period, you must wait until the next annual open enrollment period, unless you experience a qualifying event.

Changes in Coverage

You may only make changes to your coverage if you experience a qualifying life event, which includes but is not limited to:

- Change in marital status
- Birth or adoption
- Death of spouse or child
- Change in employment status for you or your spouse
- Change in dependent eligibility

If you experience any of these qualifying life events, you must make all changes to benefits within 31 days of the effective date of the event, or the date on which you lose your coverage. Any plan changes must correspond with the qualifying life event (e.g., if you have a baby, you would change from “Single Plus Spouse” to “Family” coverage).

Benefits Overview

Benefit	Date of Eligibility	Who Pays?
Health	First of the month following employment	Eide Bailly and You
Dental	First of the month following employment	Eide Bailly and You
Vision	First of the month following employment	You
Savvy Benefits	First of the month following employment	Eide Bailly
Wellable	Immediately upon hire	Eide Bailly
Calm	Immediately upon hire	Eide Bailly
Carelon (EAP)	Immediately upon hire	Eide Bailly
Life/Dependent Life/AD&D	First of the month following employment	Eide Bailly
Long-Term Disability	First of the month following employment	Eide Bailly
Short-Term Disability	Immediately upon hire	Eide Bailly
Business Travel	First of the month following employment	Eide Bailly
Supplemental Life	First of the month following employment	You
Critical Illness	First of the month following employment	You
Accident Insurance	First of the month following employment	You
Hospital Indemnity	First of the month following employment	You
Legal Insurance	First of the month following employment	You
Pet Insurance	First of the month following employment	You
Long-term Care	First of the month following employment	You
Profit Sharing	Immediately upon hire*	Eide Bailly
401(k) Elective Deferral	Immediately upon hire	You
Flexible Spending Accounts	Immediately upon hire	You
Health Savings Account	Immediately upon hire	Eide Bailly and You

*You must be employed on 12/31 to receive the Profit Sharing contribution.

Benefits for your physical wellbeing.

HEALTH INSURANCE

You can sleep well at night knowing that your health needs will be taken care of.
Eide Bailly offers staff members either a Preferred Provider Organization (PPO) plan or a High Deductible Health Plan (HDHP) administered by BlueCross BlueShield of North Dakota (BCBSND).

Preferred Provider Organization (PPO)

To get the highest level of benefits and savings from the PPO plan, participants should choose providers from the Preferred Blue PPO network, which covers a wide variety of doctors and specialists. PPO plans offer flat co-payments for services such as office visits and prescription drugs before you meet your deductible.

2025 Health Insurance PPO	Premium (Monthly)	Annual Deductible	Annual Out-of-Pocket Max
Single	$129	$1,000	$5,000
Single + Spouse	$653	$1,500	$7,500
Single + Child(ren)	$487	$1,500	$7,500
Family	$775	$2,200	$10,000

High Deductible Health Plan (HDHP)

The HDHP is a plan with lower premiums and higher deductibles than the PPO health plan. All care not deemed “preventative” must be paid out of pocket, until the deductible is met, at which time the plan begins to pay.

A benefit of being covered by an HDHP is the opportunity to have a health savings account (HSA). The firm will make a contribution to an HSA for those that elect the HDHP. *For more information on the HSA, please refer to Page 13.*

2025 Health Insurance HDHP	Premium (Monthly)	Annual Deductible	Annual Out-of-Pocket Max
Single	$100	$3,300	$6,000
Single + Spouse	$508	$6,600	$12,000
Single + Child(ren)	$375	$6,600	$12,000
Family	$555	$6,600	$12,000

Prescription and Specialty Drug Programs

Benefits are available nationwide at any pharmacy participating in the preferred pharmacy network. To locate a participating pharmacy, call the special toll-free number listed on the back of your ID card. When you use this national network, your claims are filed for you. The PPO plan has flat co-payments associated with prescriptions. These co-payments count toward the plan out-of-pocket maximum. A list of formulary drugs can be found at www.bcbsnd.com in the RX Tools section.

Specialty drugs are prescribed for those with more complex conditions, such as multiple sclerosis, hemophilia, rheumatoid arthritis and hepatitis C. If you are receiving a specialty drug, you'll get the best benefit by working through the preferred specialty drug provider. Prime Therapeutics uses FlexAccess to find the best copay discounts for you, meaning your medicines may be cheaper and easier to get. To learn more, contact BCBS Member Services at 1.844.363.8455. You may also find additional information about the specialty pharmacy program, as well as a list of specialty drugs, on the myBenefits page of OneConnect.

PPO PLAN COPAYS	
Generic	$10
Brand Formulary	$35
Brand Non-Formulary	$70
Specialty	$200

HDHP PRESCRIPTION DRUG COVERAGE
Under the HDHP, prescription drugs are covered at 80% coinsurance after the deductible is met. Drugs on the ACA preventive list will continue to be covered at 100%. (Not subject to the deductible.)

ADDITIONAL PROGRAMS PROVIDED TO BCBS MEMBERS

Tobacco Cessation

Our plan also includes a tobacco cessation program. Benefits include certain over-the-counter and prescription nicotine replacement therapies.

Step Therapy

A step therapy program is a "step" approach to providing the medications your physician prescribes for you. This means that you may first need to try more clinically appropriate or cost-effective medication before certain high-cost medications are approved by your health plan.

Omada Health

Omada Health is a digital lifestyle change program offered through BCBS, that helps people at risk for type 2 diabetes build sustainable habits that improve their health.

More detailed information on these programs can be found in the Blue Cross Blue Shield folder, located on the myBenefits page on OneConnect.

FERTILITY AND FAMILY BUILDING

We've partnered with Progyny, a leading fertility and family building benefit provider to offer comprehensive fertility treatment coverage and inclusive support for all paths to parenthood throughout each stage of your journey. With Progyny, you have access to quality care through a premier network of top fertility specialists, and unlimited emotional support and clinical guidance from a dedicated Patient Care Advocate (PCA). Progyny's treatment coverage is bundled into an easy-to-use benefit currency, the Smart Cycle, which includes all the individual services, tests, medications, and treatments you may need for paths such as IUI, IVF, etc.

Your benefit includes:

> Preconception and trying to conceive support through coaching and digital tools
> 2 Smart Cycles for comprehensive fertility treatment coverage
> Fertility medication coverage through Progyny Rx
> Adoption and surrogacy counseling

Pregnancy and Postpartum

Through Progyny you have access to personalized coaching and resources to support a healthy pregnancy and postpartum journey (during pregnancy and up to 12 months postpartum). Your benefit includes one-on-one support from a dedicated Pregnancy and Postpartum Coach (labor and delivery nurses), with advice and resources shared at key stages of your pregnancy and postpartum journey, including return-to-work. You'll gain access to exclusive digital tools with curated content, checklists, and health trackers to monitor your pregnancy and baby's development. Additionally, you can connect virtually with lactation consultants and baby feeding experts. Personalized coaching and access to digital tools are offered to you at no cost.

Menopause and Midlife Care

Progyny's menopause and midlife care benefit puts you and your health in focus, providing expert care and personalized solutions to address symptoms due to hormonal changes. With Progyny, you have access to virtual care from perimenopause and menopause specialists to support nutrition, weight management, sleep, mental health and more, personalized hormonal and non-hormonal treatment plans for your symptoms, and unlimited emotional support from a Menopause Patient Care Advocate (PCA).

You must be enrolled in the Blue Cross Blue Shield of ND medical plan to utilize Progyny programs. Please note, all covered services are subject to financial responsibility according to your plan.

Benefits for your physical wellbeing.

DENTAL INSURANCE

A good smile goes a long way, and dental care is an important factor in your overall health! We make it easy to keep up on regular checkups by providing dental plans that fully cover preventative care. Yes, that's right—your routine checkups and other preventative care needs are **100 percent free**.

Our dental plans through Delta Dental of Minnesota offer you the freedom to see any dentist. However, seeing a dentist that participates in the Delta Dental PPO or Premier networks may result in lower out-of-pocket costs for you. A summary is provided below with the differences between our Basic and Buy-up plans. Please refer to the Dental Benefit Plan Summary on the myBenefits page on OneConnect for full details.

SERVICES	DELTA DENTAL BASIC	DELTA DENTAL BUY-UP
Diagnostic and Preventive Services	100%	100%
Basic Services	80%	80%
Endodontics	80%	80%
Periodontics	80%	80%
Oral Surgery	80%	80%
Major Restorative	50%	50%
Prosthetic Repairs and Adjustments	50%	50%
Prosthetics	50%	50%
Orthodontics	50%	50%
Implants	None	50%
Deductible	$50/$150	$25/$75
Calendar Year Plan Max	$1,250	$1,750
Lifetime Ortho Max	$1,500 Age Limit: To age 19	$1,500 Age Limit: No age limit
Eligible Dependents	Spouse and dependent children up to age 26.	

2025 Dental Monthly Premiums	Delta Dental Basic	Delta Dental Buy-Up
Single	$0	$7
Single + Spouse	$46	$62
Single + Child(ren)	$46	$62
Family	$89	$114

VISION INSURANCE

Eide Bailly offers a vision plan through VSP to help keep your eyes healthy and your vision sharp. At your appointment, tell them you have VSP. There's no ID card necessary. That's it! We'll handle the rest—there are no claim forms to complete when you see a VSP provider. Coverage with VSP doctors and affiliate providers can be found below.

SERVICES	DESCRIPTION	COPAY
Prescription Glasses		$20
WellVison Exam	Focuses on your eyes and overall wellness	$20
Frame	• $240 featured frame brands allowance • $220 frame allowance • 20% savings on the amount over your allowance • $120 Walmart®/Sam's Club®/Costco® frame allowance	Included in Prescription Glasses
Lenses	• Single vision, lined bifocal, and lined trifocal lenses • Impact-resistant lenses for dependent children	Included in Prescription Glasses
Lens Enhancements	• Standard progressive lenses • Premium progressive lenses • Custom progressive lenses • Average savings of 30% on other lens enhancements	$0 $50 $50
Contacts (instead of glasses)	• $165 allowance for contacts; copay does not apply • Contact lens exam (fitting and evaluation)	Up to $60
Essential Medical Eye Care	• Retinal screening for members with diabetes • Additional exams and services beyond routine care to treat immediate issues from pink eye to sudden changes in vision or to monitor ongoing conditions such as dry eye, diabetic eye disease, glaucoma, and more. • Coordination with your medical coverage may apply. Ask your VSP doctor for details.	$0 per screening, $20 per exam
Extra Savings	**Glasses and Sunglasses** • Extra $20 to spend on featured frame brands. Go to vsp.com/offers for details. • 20% savings on additional glasses and sunglasses, including lens enhancements, from any VSP provider within12 months of your last WellVision Exam. **Routine Retinal Screening** No more than a $39 copay on routine retinal screening as an enhancement to a WellVision Exam. **Laser Vision Correction** Average 15% off the regular price or 5% off the promotional price; discounts only available from contracted facilities.	

2025 Vision Monthly Premiums	
Single	$11.68
Single + Spouse	$23.40
Single + Child(ren)	$25.02
Family	$40.01

Benefits for your physical wellbeing.

SAVVY BENEFITS

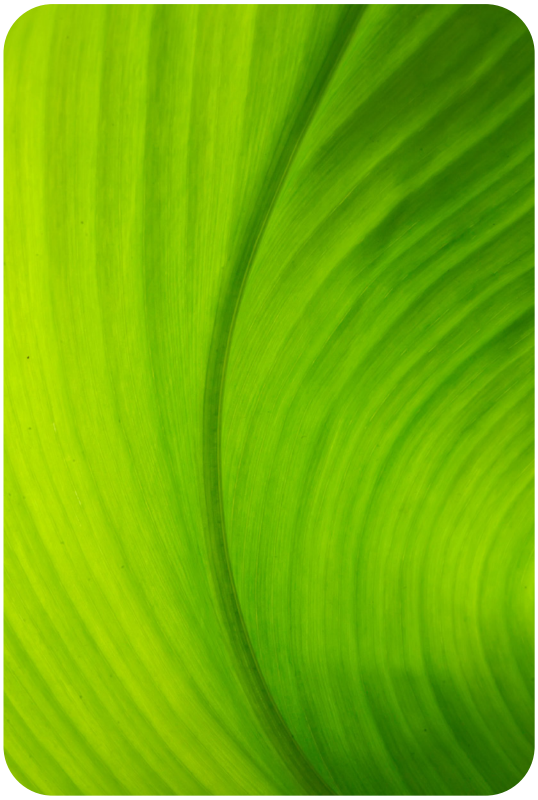
It's the 21st century—you shouldn't have to trek all the way into the doctor's office just to confirm a cold or a case of pink eye. Savvy Benefits provides you access to telemedicine through Teladoc, which is a national network of U.S. board-certified doctors available on-demand 24/7. These doctors can diagnose, treat, and prescribe medication if necessary for many of your medical issues, all while you relax and get well in the comfort of your own home. Additional services offered through Savvy Benefits include Health Advocate Solutions; Caregiver Concierge; and discounts on pharmaceuticals, diabetic supplies, hearing aids, durable medical equipment and more! Your spouse and dependents can use these services for free as well, regardless of whether or not you or your family members are covered on the Eide Bailly health plan! A registration packet will be sent to your home address upon hire.

Wellable

WELLABLE

At Eide Bailly, we strive to make physical health and wellness fun and engaging. Eide Bailly has partnered with Wellable, a health and wellness platform that gives you the opportunity to compete in different challenges and explore new ways to create and maintain an active and healthy lifestyle. Wellable is available to you through the web and mobile app, providing access to on-demand fitness, meditation, sleep, and nutrition classes from top instructors all over the world! As a bonus, certified health coaches are available to assist you make positive lifestyle changes on your wellness journey.

Benefits for your financial wellbeing.



401(K) RETIREMENT AND PROFIT SHARING PLANS

It's never too early or too late to start a retirement fund, so we encourage 401(k) contributions by having an automatic enrollment provision.

On your first paycheck, a 3% deferral will automatically be contributed to your 401(k) account. If you do not want the 3% contribution or wish to contribute a different amount, you will need to go through the online enrollment process at www.alerusrb.com and elect zero or your desired percentage at least two weeks prior to your first paycheck. You have the option to elect pre-tax contributions as well as Roth contributions. An enrollment packet will be sent to your home address upon hire.

The firm also has a profit sharing contribution, which occurs yearly in January. To be eligible for the contribution, you must be employed by the firm on Dec. 31. If you meet this requirement, the firm will contribute a discretionary non-elective percentage of your annual compensation into the profit sharing plan by January 15 of the following year. There is a five-year vesting schedule for the profit sharing contributions.

supporting your total wellbeing

Benefits for your financial wellbeing.

HEALTH SAVINGS ACCOUNT (HSA)

A Health Saving Account (HSA), administered by BRi, allows you to set aside pre-tax dollars to pay medical expenses that are not paid by insurance or reimbursed by another source. You are only eligible to enroll in the HSA if you are also enrolled in the High Deductible Health Plan. Health Savings Accounts have a triple tax benefit—funds go into the account tax-free, grow tax-free, and remain completely tax-free when used for eligible medical expenses.

Dependent upon your enrollment in the HDHP, the firm will make a contribution to an HSA with each bi-weekly payroll based on the annualized amount for your HDHP enrollment tier below. This will be pro-rated for new hires:

2025 HSA Firm Contribution	
Single	$500
Single + Spouse	$750
Single + Child(ren)	$750
Family	$1,000

The IRS sets the annual HSA contribution limits. The limit also includes any amount contributed by your employer.

IRS Contribution Limits	Single Coverage	Family Coverage
Contribution Limit (2025)	$ 4,300	$8,550
Additional Catch-up Contribution (for those 55 and older)	$1,000	$1,000
Rollover	Yes, 100%	Yes, 100%

Here are some other unique aspects of HSAs:

- You own the funds contributed to your HSA until they are spent, even if you change health plans. The funds can continue to be used for eligible medical expenses, even if you become ineligible to contribute in the future.
- HSAs carry over from year to year and are portable if employment changes.
- You can still contribute to a Limited Purpose FSA for dental and vision expenses.
- While each account is opened as an FDIC-insured, interest-bearing account through your HSA custodian, you will also have access to investment solutions.
- All staff that enroll will receive a debit card for your HSA funds. This allows some of your expenses to be paid without using a claim form.

Reminders:

To be eligible for an HSA, you cannot be covered by any non-qualified health plan as it constitutes ineligible coverage. Examples of ineligible coverage include:

- Enrollment in a General Medical Flexible Spending Account (FSA) or Health Reimbursement Account (HRA).
- Coverage under a spouse's Medical FSA or HRA.
- Coverage under a spouse's health plan that is not an HSA-compatible health plan.

FLEXIBLE SPENDING ACCOUNTS

Setting aside funds through a flexible spending account is a great way to support your financial wellbeing. Administered by BRI, these accounts allow you to save money by using pre-tax dollars to pay for certain medical, dependent care, and transportation expenses.*

A Medical Spending Account allows you to set aside pre-tax dollars to pay medical expenses that are not paid by insurance or reimbursed by another source. The annual maximum you can contribute to this account is $3,300.

- You may carry over up to $660 to the next plan year. If you make Flex Medical elections for the current year, and are unable to use the funds by December 31, up to $660 will be carried over into the following plan year. This does not affect how much you can elect for the upcoming plan year. For example, you could elect $3,300 for the upcoming plan year and have up to $660 carry over from the previous year, bringing your total Flex Medical balance to $3,960.

- If you are on a High Deductible Health Plan (HDHP) and carry an HSA, you will only be eligible for a Limited Purpose flex plan, which is only for dental or vision expenses.

A Dependent Care Spending Account allows you to set aside pre-tax dollars to pay for day care expenses for children under the age of 13, or for adult day care for a disabled spouse or other disabled dependent. The annual maximum you can contribute to this account is $5,000.

A Transportation Account allows you to set aside pre-tax dollars to pay for other qualified parking and transit expenses. The monthly maximum you can contribute is $325 for parking and/or transit, and any excess balances will roll over month to month. Any excess balance at the end of the plan year will also roll over to the next year.

All staff that enroll will receive a Flexible Spending Account debit card. This allows some of your expenses to be paid without using a claim form.

- The plan year runs from January 1 through December 31. Participants have until April 30 of the following year to file claims for expenses incurred during the plan year.

- **Please note:** For Medical, Dependent Care, and Limited Purpose Flexible Spending Accounts, expenses must be incurred by December 31st (or the last day you were eligible for plan) and submitted or postmarked by April 30th. If you terminate employment or lose eligibility for the plan, you must submit claims within 60 days of the termination or event date. Parking and vanpool claims must be submitted or postmarked within 180 days after the expense was incurred or paid.

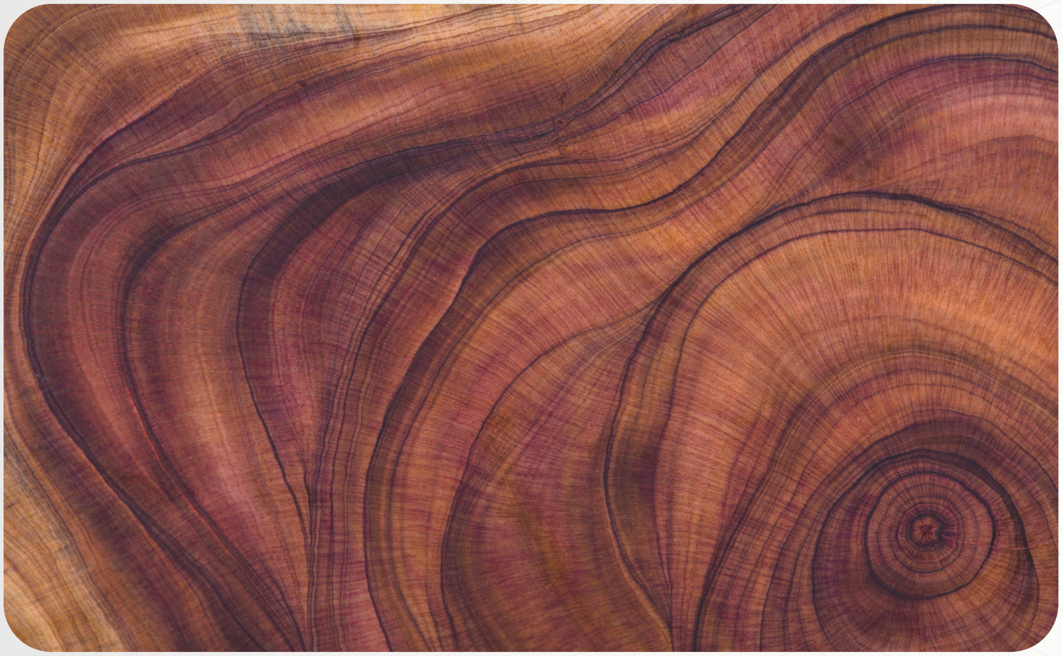
Benefits for your financial wellbeing.

LIFESTYLE SPENDING ACCOUNT

The Lifestyle Spending Account (LSA) is set up to allow staff to be reimbursed for eligible items to support their lifestyle and work life balance while working for Eide Bailly. The Firm offers reimbursement for eligible items approved in our LSA categories that include cell phone, home office equipment, student loans, wellness, home services, back up care services, travel enhancements, and promotional items.

STUDENT LOAN REFINANCING

While knowledge is power, student loans can be a hassle. So we've partnered with SoFi, a student loan refinancing company, to help ease the burden. SoFi is a great tool for consolidating and refinancing loans, and offers rates that are customized to your specific situation. As an added perk, you will receive a 0.25% rate discount when using Eide Bailly's link.



LIFE INSURANCE

No one likes to think about death, but when it comes to life insurance, it's nice to know that your loved ones will be taken care of financially. The firm provides group life insurance and accidental death and dismemberment insurance for you and your family. Your life coverage is one and one-half times your annual compensation, to a maximum of $150,000. The firm provides a $2,000 policy on spouses and a $1,000 policy for eligible dependents. AD&D provides benefits due to certain injuries or death from an accident. For additional information on these plans, refer to the Summary Plan Description on the myBenefits page on OneConnect.

FINANCIAL & LEGAL COUNSELING

Financial and legal issues can impact anyone. That's why we offer related counseling through our employee assistance program (EAP).
If you're looking to improve your financial wellbeing or get support on a legal issue, Carelon can help.

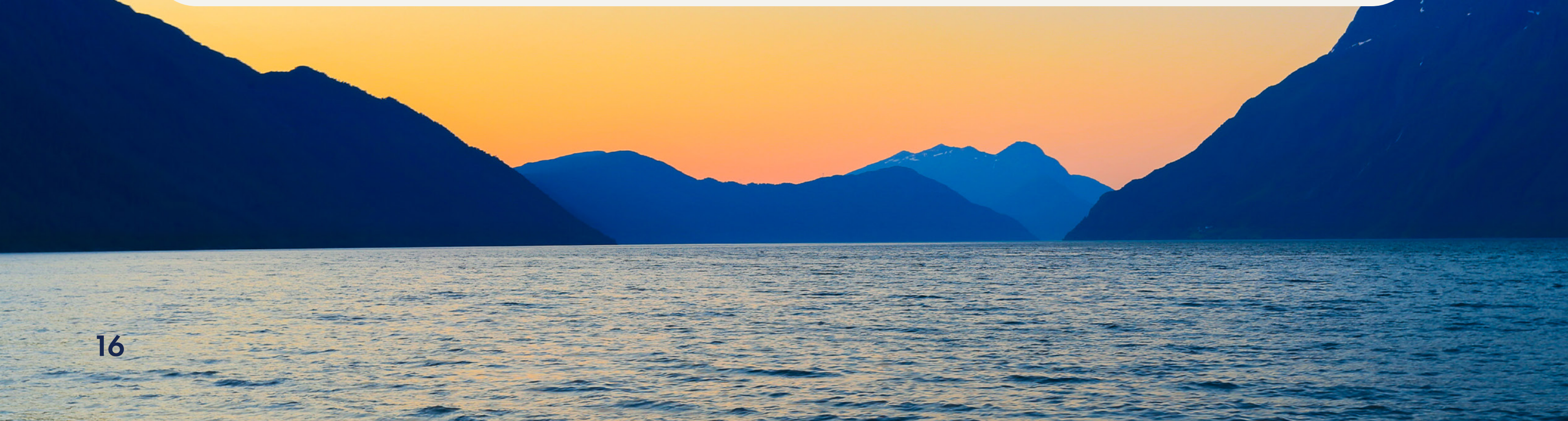
BUSINESS TRAVEL INSURANCE

We recognize that our employees are traveling many places to meet our great clients, so as an added layer of protection, the firm offers our employees a $50,000 life and disabling accident insurance policy for business travel paid for entirely by the firm.

SHORT AND LONG-TERM DISABILITY PLANS

If the unexpected happens and you have to be away from work, Eide Bailly provides coverage to help you through this time. We offer a short-term disability benefit that provides income replacement in the event of your own serious health condition. Coverage is available after a seven-consecutive calendar day elimination period with a payment of 66 2/3 percent of your base wages.

We also offer long-term disability coverage, up to a maximum of $8,000 per month. Short-term and long-term disability benefits may vary for states that provide state funded plans. Please reach out to humanresources@eidebailly.com with specific questions on your state.



Benefits for your financial wellbeing.

VOLUNTARY BENEFITS

Supplemental Life Insurance

While you are already provided life insurance coverage through the firm, you also have the option to purchase supplemental life insurance coverage for you and your family. You can purchase an amount equal to the lesser of 5 times your annual earnings or $1,000,000. Although you are able to enroll or make changes during our open enrollment periods each year, during your first 30 days is the only time you can enroll for coverage up to a guaranteed issue of the lesser of 4x your annual earnings or $300,000 with no medical information required. Coverage elected over this amount will require evidence of insurability. Rates are age banded and can be found in the Financial Wellbeing section on the myBenefits page of OneConnect.

If you elect coverage for yourself, you may then also choose to purchase coverage for your spouse to a maximum of $250,000. Coverage cannot exceed 50 percent of the amount you elect for yourself. During your initial enrollment period, you can elect spouse coverage up to a guaranteed issue of $30,000 with no medical information required. Coverage is also available for purchase for your children in the amount of $10,000 per child.

Critical Illness Insurance

If you fall seriously ill, major medical insurance may pick up most of the tab but can still leave out-of-pocket expenses that add up quickly. To offset this concern, the firm offers the option to purchase critical illness insurance coverage for you and your family. Critical illness insurance can provide a lump-sum benefit upon diagnosis that can be used however you choose—from expenses related to treatment to deductibles or day-to-day costs of living, such as the mortgage or your utility bills. Rates are age banded and can be found in the Financial Wellbeing section on the myBenefits page of OneConnect.

Legal Insurance

We all hope we don’t need legal coverage, but at some point, almost everyone may need it. At a low cost of $18 per month, Eide Bailly offers the option to purchase legal insurance to protect you if this happens. If you elect this benefit, you will have access to a nationwide network of more than 15,000 attorneys that can assist with a wide variety of legal issues. Through this easy-to-use service, you can utilize an unlimited number of phone or office consultations at no extra charge for all covered services. Whether you need a will written, need assistance closing on your house, or are dealing with a traffic violation, attorneys are available 24/7. For an added bonus, both your spouse and dependents are also covered for a single premium you pay under this plan.

Accident Insurance

Accidents happen, and because of this the firm offers the option to purchase accident insurance coverage for you and your family. With accident insurance, you'll receive payment(s) associated with a covered injury and related services. You can use the payment to cover whatever makes the most sense for you, from your bills to your pills and everything in between.

Monthly Accident Premiums	
Single	$8.61
Single + Spouse	$13.71
Single + Child(ren)	$14.35
Family	$22.65

Hospital Indemnity

If you are expecting a hospital stay in the upcoming plan year for a planned surgery or birth of a child, this is a great option for you. This plan pays out a flat benefit for each night you stay in a medical facility, starting with day one coverage once you are in a medical facility for 20 hours. Examples of covered events include illness, injury and pregnancy.

Monthly Hospital Indemnity Premiums	
Single	$7.79
Single + Spouse	$16.65
Single + Child(ren)	$17.27
Family	$27.71

Pet Insurance

We know you love your pets, and we do too! In order to ensure that our staff's faithful companions are being taken care of, we offer the option to purchase pet insurance for dogs and cats of all breeds and ages. You can also add preventative care coverage, which covers wellness exams, preventative dental cleaning, vaccines and much more. To obtain a quote and enroll, contact Nationwide online at www.petinsurance.com/eidebailly, or call 877-738-7874.

Benefits for your social wellbeing.

PAID TIME-OFF (PTO) AND HOLIDAYS

A proper work-life balance is essential to happy, healthy staff. We think having time for yourself out of the office is important for your wellbeing, so our new staff members accrue four weeks of paid time off per year (that's a whole month!). This accrual increases over time to reflect your position within the firm and length of service. Managers accrue five and a half weeks of paid time off per year.

In addition to PTO, we recognize the following paid holidays: New Year's Day; Martin Luther King, Jr. Day; Friday before Memorial Day; Memorial Day; Independence Day; the day after Independence Day; Labor Day; Thanksgiving, the day after Thanksgiving; Christmas Eve (or other religious holiday); and Christmas Day (or other religious holiday).

HYBRID WORKPLACE/WORK ARRANGEMENTS

The firm's standard of a Hybrid Workplace promotes work/life balance by allowing staff members to work from the office or client location three days per week and from home or a place of their choosing the remaining days of the week. While we anticipate most staff members will be able to operate under a Hybrid Workplace arrangement, the logistics depend on the nature of the job and the business needs of the client. While Hybrid Workplace is our standard, there are additional options for different work arrangements, including Flex Time and Remote Work. Eligible employees have the option of a flexible work schedule (getting in their hours outside of the normal 8-5 window) or work remotely (working from home or elsewhere the majority or all of the work week). Alternate work arrangements must be approved by department heads.

VOLUNTEER TIME

We think it's important to give back to our communities. That's why the firm provides eight hours of paid volunteer time annually so staff can give back to the organization of their choice—when they want and how they want. Our offices also coordinate group volunteering events to encourage team building and so we can be good corporate citizens and serve our surrounding communities together.

Benefits for your emotional wellbeing.

MENTAL HEALTH AND RELATIONSHIP COUNSELING

Stress comes in many forms and is felt differently by each of us. To support you through day-to-day problems or help you cope with major life crises, the firm offers confidential and professional counseling services through our employee assistance program (EAP) with Carelon. Our EAP also gives you access to Talkspace, where you can engage with licensed providers anytime, anywhere through text, audio or video sessions.

CALM (MENTAL FITNESS APP)

Just like we need physical exercise and movement to build strength, agility and resilience, we can also strengthen our minds, mental performance and well-being. Eide Bailly provides our employees a free membership to Calm which has content for some of the world's most important mental health issues (anxiety, insomnia, and stress to name a few). Set up your free account online through the Eide Bailly partnership link with Calm by using your Eide Bailly email address.

LEARN TO LIVE

Learn to Live is like an online gym for your mental fitness. Unlock the proven benefits of Cognitive Behavioral Therapy (CBT) to increase your resilience or deal with common concerns. Free for all employees including family members (age 13+). Use the confidential, self-guided programs to pursue your goals.

PAID PARENTAL LEAVE AND MILK STORK

Family comes first at Eide Bailly. While we offer a supportive, family-like atmosphere at work, we also realize you're sometimes needed at home for a while, especially during those important transitions that come with a new child. To help maintain a healthy balance, we offer all new parents six weeks of paid baby bonding leave upon birth or adoption. In addition, birthing staff members are provided with six to eight weeks of paid pregnancy disability leave, depending on the type of delivery. We also offer Milk Stork, a delivery service, providing, refrigerated, express shipping and/or easy toting of breastmilk home to your baby.
This service is free to all Eide Bailly employees that need support with breastmilk when traveling for work.

ADOPTION AND SURROGACY ASSISTANCE

We understand that adoption and surrogacy can be a long and expensive processes, and we want to help ease that burden so you can focus on your family. We will reimburse eligible employees up to $10,000 for specific surrogacy and/or adoption-related expenses.

MATCHING GIFTS

In addition to volunteer time, we want to help you give back financially to the organizations you're passionate about as well. The firm will match up to $200 annually to each staff member's 501(c)(3) organization of choice.

Benefits for your career wellbeing.

Professional Certifications Reimbursement

As a professional service firm, we want to help you pursue licensure or designation in your field. Eide Bailly provides up to $1,500 to help you with course work, study materials and exam fees.

If you're studying for the CPA exam, we offer a direct-bill with Becker CPA Review. So if that is your chosen study method for the CPA exam, there is no out-of-pocket expense for you. We also reimburse for one application fee and one examination fee for each part of the exam.

The Experience, Learn, and Earn (ELE) Program

Eide Bailly has partnered with the National Association of State Boards of Accountancy (NASBA) and the American Institute of Certified Public Accountants (AICPA) to provide a program where full-time employees can gain the last of their 150 credits required to obtain a CPA license. The program is designed for students who have completed their bachelor's degree and core accounting courses but have fewer than 150 credit hours.

CPA Certification Bonus

In addition to the expense reimbursement, qualified staff members will be eligible for a bonus once the CPA exam has been successfully completed. To encourage staff members to pass the CPA exam early on in their career, the following incentive structure is in place:

- $5,000 bonus if CPA exam is passed within 12 months of hire.
- $3,000 bonus if CPA exam is passed within 24 months of hire.
- $2,000 bonus if CPA exam is passed within 36 months of hire.
- $1,000 bonus if CPA exam is passed after 36 months of hire.

Tuition Reimbursement

Have a desire to continue your education in the classroom?

If you taking a college level course related to your work, you may be eligible for tuition reimbursement up to $7,500.

Continuing Professional Education

Eide Bailly encourages our staff to stay sharp, and offers an array of internal opportunities for continuing education. We also support our staff in external opportunities, so if there's a conference or learning event you'd like to attend, chances are we can help you make it happen!

Refer & Earn

We think when you hire talented and motivated staff, those people are likely to know other talented and motivated people. That's why the firm offers a referral bonus anytime a staff member refers an individual who is hired for any open position. Referral bonus amounts are as follows:

- $500 – Administrative level hires.
- $2,000 – Experienced Associate level hires.
- $4,000 – Senior Associate level hires for Assurance, Tax and Consulting.
- $6,000 – Manager / Senior Manager level hires for Assurance, Tax and Consulting.

Recognition Program

Great work is everywhere at Eide Bailly, and we have a host of tools to celebrate and reward it! Each year, we recognize top performers across the firm who consistently go beyond what's expected of them in their position and uphold our culture with **Eide Bailly's Rising Star Award**. We also celebrate staff with kudos, awards for milestone anniversaries, and other recognition through our Awardco platform.

Career Conversations and Career Growth Opportunities

It's essential for growth that you have someone you can go to with questions or concerns as you develop professionally. Each staff member is assigned a career advisor in the same department, and at least twice a year, the staff member and their career advisor will meet to have a career conversation and discuss goals, projects, and opportunities. Staff can send and receive feedback on performance at any time throughout the year, and will grow as a professional through the guidance of a senior staff member. You will also have the opportunity to take part in a variety of committees and programs that promote our great culture within the firm, such as Employee Resource Groups (ERGs) and the EB Xchange.

Need more information on our benefit plans?

Blue Cross Blue Shield Member Services | www.bcbsnd.com | 844.363.8455

Progyny | 833.233.0112

Delta Dental | www.deltadentalmn.org | 800.448.3815

VSP Vision | www.vsp.com | 800.877.7195

Critical Illness Insurance | www.thehartford.com/benefits/myclaim | 866.547.4205

Accident Insurance | www.thehartford.com/benefits/myclaim | 866.547.4205

Hospital Indemnity | www.thehartford.com/benefits/myclaim | 866.547.4205

Savvy Benefits | www.mybenefitswork.com | 800.800.7616

Wellable | support@wellable.co

Legal | Info.legalplans.com | Password: LEGAL | 800.821.6400

Alerus (401(k) Plan) | www.alerusrb.com | 800.433.1685

Pet | www.petinsurance.com/eidebailly | 877.738.7874

BRi (Flex and HSA plans) | www.benefitresource.com | 800.473.9595

EAP through Carelon | www.carelonwellbeing.com/eidebailly | 800.396.6652

SoFi | www.sofi.com/eidebailly | 855.456.7634

Milk Stork | To place an order, visit: www.milkstork.com/eidebailly.com | 510.207.0221

Calm App | support.calm.com/hc/en-us?solvvyProvidedByEmployer

MyBenefits

Still have questions regarding your benefit options?

STEP 1

Go to OneConnect and click on the myBenefits tile within the HR page. Look through the benefit resources for more information.

STEP 2

Consider if you need to contact your provider.

STEP 3

Email benefits@eidebailly.com with any further questions.

supporting your total wellbeing

eidebailly.com