

Thinking of Joining Securitas?

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Benefits at Securitas

At Securitas, the industry leader in protective services, our team members work hard and strive to stay true to our key values — Integrity, Vigilance and Helpfulness — every day. They take care of family and friends. They meet life's other commitments. They reach out a hand to others. Our team members matter.

Securitas offers comprehensive benefits designed to help protect our team members and their families. It's one of the ways we let our team members know how much they matter to us.

Medical

Dental

Vision

Medical

Medical insurance is the cornerstone of our health care benefits. Because Securitas appreciates that everyone's medical needs are different, we offer plans that give you flexibility and choice. You have three Anthem medical plan options to choose from: two Preferred Provider Organization (PPO) plans and a Consumer Directed Health Plan (CDHP), which includes a Health Savings Account (HSA). Each medical plan also provides prescription drug benefits. Securitas shares the cost of medical insurance with you.

PPOs

Preferred Provider
Organization

With the PPO 300 and PPO 600, you can choose any doctor, lab or hospital you wish, but you'll pay less when you go to in-network providers. Preventive care isn't subject to a deductible and is covered 100% when you see in-network providers. Many preventive drugs are also covered 100%. This is how the PPOs work:

- **You pay for most services until you meet the deductible. The deductible applies to all services, including office visits, lab work and hospitalizations.**
- **Once you meet the deductible, you and the plan share in the cost of all medical expenses (your percentage is called coinsurance) until you reach your out-of-pocket maximum.**
- **The PPOs protect you financially by limiting the total amount you pay each year for medical care. Once you reach the out-of-pocket maximum, the plan pays 100% of your eligible expenses for the rest of the year.**

- When it comes to prescription drugs, you pay a flat dollar amount (copay) with no deductible.
- Both PPO 300 and PPO 600 have higher payroll contributions than the CDHP, but their deductibles and out-of-pocket costs are lower when you get medical care.

CDHP

Consumer Directed Health Plan

The CDHP works a lot like the PPOs but with these differences:

- **The CDHP deductible is higher than the PPO deductibles.**
- **When it comes to prescription drugs, you must first meet your deductible before the plan pays any prescription drug benefits. Once you do, you pay coinsurance rather than a copay for prescription drugs.**
- **The CDHP has lower payroll contributions than either of the PPOs, but you'll pay more out of pocket when you get medical care. What also sets the CDHP apart is that it includes a tax-advantaged savings account, called a Health Savings Account (HSA). The HSA places you in charge of your health care spending by letting you put money into your account on a before-tax basis to pay for health care expenses, now or down the road. In addition, to help your HSA grow faster, Securitas makes a generous annual contribution of between \$800 and \$1,600, depending on your level of coverage.**

Dental

Regular dental checkups and good dental hygiene are an important part of staying healthy. To promote overall dental health, we give you a choice of two dental plan options: Dental PPO and DMO. Dental insurance is voluntary.

Dental PPO

Dental Preferred Provider Organization

This plan works a lot like a medical PPO. You can go to any dentist you wish, but when you see a PPO network dentist, you typically pay less for the care you receive.

DMO

Dental Maintenance Organization

With the DMO, you must receive care only from an DMO dentist; otherwise, you'll pay the full cost of the services yourself.

Vision

Routine eye exams and access to affordable eyeglasses and contact lenses are another part of your total health care. If you want vision insurance, you can enroll in the vision plan. Like the dental plans, the vision plan is voluntary. As with the medical and dental plans, the vision plan has an extensive network of providers to choose from. You'll pay less for eye exams, prescription glasses and contact lenses when you choose your providers. Our Vision Provider also offers extra discounts and savings on services and supplies, such as additional pairs of glasses and sunglasses, as well as laser vision correction, when you go to an approved doctor.

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