Beyond working with amazing people at MBA, we also offer great benefits. Take a look inside to get an overview of MBA's employee benefits.
Benefits begin on the first day of the month following the date of hire. If hired on the first day of the month, benefits are effective immediately. Refer to plan documents for details on each plan.

Medical

CAREFIRST (INCLUDES PRESCRIPTION DRUG COVERAGE)
- Blue Preferred — PPO
- Blue Preferred — Consumer Driven Health Plan (CDHP) with Health Savings Account (HSA)
- Blue Choice — HMO

Dental

METLIFE DENTAL
- Annual maximum benefit of $2,000 per year/per person
- Child orthodontia lifetime maximum of $1,500
- Preventative services paid at 100%
- Basic restorative services paid at 80% after $25 individual or $75 family deductible
- Major restorative services paid at 50% after $25 individual or $75 family deductible

Vision

VSP VISION
- Exam every plan year: $10 office co-pay
- Lenses every plan year: $25 co-pay
- Frames up to $180 every 12 months or contact lenses up to $150 every 12 months

Retirement Program

401(K) SAVINGS PLAN
- Employer matching contributions 100% up to 6%
- Contribute between 1%-90% on a pre-tax or Roth post-tax basis
- Post-tax contributions up to 10%
- Vesting schedule:
  + 100% vested in your own contributions and earnings
  + Employer match contributions vest over three years
  + 33% for one but less than two years of service
  + 66% for two but less than three years of service
  + 100% at three years of service

Group Term Life and AD&D Insurance

LIFE AND AD&D (EMPLOYER PROVIDED)
- Twice your annual base salary up to $500,000
- Dependent life insurance: $5,000

SUPPLEMENTAL LIFE AND AD&D INSURANCE (EMPLOYEE PAID)
- Supplemental employee life
- Supplemental spouse life
- Supplemental dependent children life
Income Protection

SHORT TERM AND LONG TERM DISABILITY (EMPLOYER PROVIDED)

- Short Term Disability pays 100% of basic weekly earnings
- Long Term Disability pays 66.67% of basic monthly earnings up to $15,000 per month

Flexible Spending Accounts (FSAs) and Health Savings Accounts (HSAs)

FSA: MEDICAL REIMBURSEMENT

- Used to pay for medical expenses not paid for by insurance; such as deductibles, copayments, and coinsurance
- Annual medical maximum: $2,700

FSA: DEPENDENT CARE REIMBURSEMENT

- Use to pay for eligible dependent care expenses
- Annual dependent care maximum: $5,000

FSA: TRANSIT AND PARKING REIMBURSEMENT

- Used to pay for transit and parking expenses incurred between employee’s residence and the office
- Monthly maximum for transit and/or parking is $265 per month

EMPLOYEE TRANSIT PROGRAM (EMPLOYER PROVIDED)

- Tax free transit benefits, up to $265 per month
- Benefits can be allocated to Metro Rail, Metro Bus, ART, CUE, DASH, DC Circulator, Fairfax Connector, Loudoun County Transit, PRTC OmniRide, Ride On or the Bus, Marc, VRE, MTA Commuter Buses, Vanpools, D & B Bus/Quick’s Commuter Service and National Coachworks/Martz

HEALTH SAVINGS ACCOUNT

- Available only to CDHP participants
- Contribute on a pre-tax basis up to the annual maximum
- Funds are portable and rollover from year to year
- Employer contribution to HSA

Paid Time Off

ANNUAL LEAVE

- Hours accrued on a per pay period basis
- Accrual rate based on position and length of employment

SICK LEAVE

- 12 days accrued per year

HOLIDAYS

- 10 days per calendar year
- 2020: office closed between Christmas Day and New Year’s Day

Other Leave

CAREGIVER LEAVE

- Up to 105 hours of paid leave for the birth or adoption of child. Or for the care of an ill or aging spouse, parent or grandparent

PAID MILITARY LEAVE

- Up to 70 hours of paid leave annually

BEREAVEMENT

- Up to three consecutive days in the event of the death of your spouse/committed partner, parents, children, brothers, sisters, grandparents or spouse’s parents. For travel over 500 miles, five days is granted
Health & Wellness

FITNESS, NUTRITION AND WELLNESS

- Employee Assistance Plan
- One-on-one financial planning support
- Financial Wellness Seminars
- For new employees: Eight on-site personal training sessions and two nutrition consultations
- Self-pay personal training and nutrition consultation
- Gym facilities available free of charge in DC office location
- Biometric screenings
- Flu shot Program
- Wellness seminars
- Fitness challenges
- Fresh fruit delivery

Tuition Assistance

- Reimbursement up to $5,250 annually after one year of continuous employment

More About Working at MBA

- 35 hour work week
- Business casual work attire
- Casual Friday attire
- Charitable activity support
- Matching donor gift program
- Summer hours

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Benefit programs subject to change.