

WORKING AT BSP LAW



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Bush Seyferth

BSP Law is proud of its firm culture, which includes many benefits for employees, including medical, dental, and vision insurance options, a 401k/Safe Harbor and profit-sharing program, Life and Disability insurance and opportunities for professional and personal growth.

WHAT WE STAND FOR

- Attracting, recruiting, and maintaining a strong workforce
- Creating a work environment where all are valued and celebrated
- Giving back to the community
- Promoting training and education programs for employees

BENEFITS OF WORKING AT BSP LAW

- Onsite gym (Troy office)
- Wellness room
- Medical, dental, vision, life, and pet insurance
- Free drinks/snacks
- Team happy hours
- Formal work-from-home policy
- Employee appreciation lunches
- Firmwide mental and physical wellness initiatives



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LEARN MORE ABOUT
WORKING AT BSP LAW**

2026 BSP Law Holiday Schedule

January 1	New Year's Day 2026
January 19	Martin Luther King Jr. Day
April 3 (1/2 day)	Good Friday
May 2025	Memorial Day
Jun 2019	Juneteenth
July 3	In observance of Independence Day
September 7	Labor Day
Nov 26 + 27	Thanksgiving
Dec 24 (1/2 day)	Christmas Eve
Dec 2025	Christmas
Dec 31 (1/2 day)	New Year's Eve
January 1	New Year's Day 2027



You will be eligible to participate in BSP benefits (health, dental and vision) program effective the first of the month following your 1st 30 days of employment (amounts listed are monthly).

MEDICAL & RX (BCBS)

Medical Employee copay for services and RX, high deductible HRA reimbursement plan through Health Equity.

- Single: \$204.62
- Employee +1: \$491.06
- Family: \$613.82

DENTAL (BCBS)

- Employee: \$10.58
- Employee +1: \$21.12
- Family: \$36.96

VISION (PRINCIPAL)

- Employee: \$2.36
- Employee + Spouse: \$4.52
- Employee + Child(ren): \$4.96
- Family: \$7.64

401K/SAFE HARBOR AND PROFIT SHARING

You will be eligible to participate in BSP's non-elective 401k/Safe Harbor* and profit-sharing program at the beginning of the quarter following a full year of employment. At that time, you may also elect to contribute pre-tax dollars into the 401k plan, subject to the IRS limits.

**Subject to the IRS thresholds for highly compensated employees*

LIFE AND DISABILITY INSURANCE

You are automatically enrolled in BSP's company paid Life and Disability insurance, which will be effective after 90 days of employment.

- L&D benefit is one times annual earnings up to \$100,000
- STD 60% of weekly base earnings up to \$2,200 per week (payable up to 13 weeks)
- LTD 60% of base earnings up to \$9,000

You have the option of electing employee paid Voluntary Life Insurance

- Select an amount in increments of \$10,000, to a maximum of \$500,000
- Guaranteed Issue amount is \$150,000 (\$10,000 if you're 70 or older)
- Spouse increments of \$5,000 to a maximum of \$150,000
- Spouse Guaranteed Issue is \$30,000 (\$10,000 if older than 70)
- Child(ren) amounts of either \$10,000 or \$15,000