

TOP TEN REASONS TO WORK AT



An Equal Opportunity Employer

- ***EXCELLENT FAMILY-FRIENDLY BASED BENEFITS PROGRAM***
 - EAP (Employee Assistance program) through 3rd party provider ensures confidentiality and 8 paid visits for self and/or family members.
 - 401K (bank-sponsored retirement program with up to 4% of salary match after one year fully vested right away).
 - Sect. 125 (supplemental medical/childcare expense pre-tax reimbursement program).
 - PPO based health plan *Health Traditions (Mayo).
 - Full dental *Delta Dental.
 - Flexible Time off plan (PTO) - paid time off during year of hire for full and part timers. Receive minimum of 128 hours (pro-rated for part time) beginning the 1/1 of the year following hire – builds eventually to 6 weeks).
 - STD/LTD/Famla STD=up to 13 weeks of pay at 60%., LTD=60% of salary after 13th week off, Famla protects rehire rights for time off up to 12 weeks per year).
 - Supplemental insurance plans available for life, AD&D, cancer, critical illness & vision.
 - HRA medical insurance deductible reimbursement plan.
 - Bereavement pay plan separate from PTO (pays in addition to PTO program). Time off allowed more liberal than other employers.
 - Weekly pick-up and delivery of dry-cleaning.
- ***COMPETITIVE SALARY***
 - Wage rates checked and adjusted annually as necessary/needed.
 - Job grade merit pay based system w/formal salary ranges.
 - Special incentive pay opportunities for certain positions.
 - Saturday premium pay amount for CSR positions.
- ***EXCELLENT WORKING HOURS AND CONDITONS***
 - Modern & up-to-date software/hardware.
 - Modern facilities.
 - Five day work weeks.
 - Direct deposit of pay into fee free accounts.
 - Discounted loan rates.
 - Totally smoke-free working environments including grounds.
 - Fully functioning departmentalized organization which provides a variety of career opportunities/choices.
 - 6 paid holidays per year.
 - Summer casual apparel allowed/encouraged.
- ***REGULAR FUN MORALE BUILDING ACTIVITIES & REGULAR COMPANY-TO-STAFF COMMUNICATION***
 - Periodic event-associated potluck luncheons.
 - Friday Jeans Day (dress-down day) and special theme dress-down days.
 - Daily Bulletin on goings-on at the Bank.
 - Monthly Employee Meeting with games and fun.
 - Annual Halloween Costume contest. Annual Funny Hat Day.
 - 5-F Friday football season kick-off day.
 - Active & involved Social Committee.
- ***STRONG COMMUNITY INVOLVEMENT***
 - Paid supported volunteer time.
 - Multiple on-going initiatives (e.g., 5k race sponsorships, annual tailgate party, Neighbor-for-Neighbor Food Drive, etc.).
- ***GOOD REWARDS SYSTEM***
 - Length-of-Service gift catalog @ 1//5/10/15/20/25/30/....
 - Volunteer of the Year award of \$250 to employee Charity of Choice.
 - Bonuses.
 - Annual recognition party, holiday party, mid-winter event, summer event.
 - Annual “Eagle” Awards.
 - Bank-branded logowear annual purchase allowance and company store website.
- ***EXCELLENT EDUCATIONAL ASSISTANCE PROGRAM***
 - Industry specific courses paid 100% (books & tuition) at post completion at up to \$1000/year for 5 years
- ***COMPREHENSIVE PAID ORIENTATION/TRAINING PROGRAMS***
 - Job descriptions for all positions.
 - Lunch n’ Learns.
 - Active internal job-posting system with career analysis testing available.
- ***PART TIME EMPLOYEE BENEFITS SAME AS FOR FULL TIME***
 - Same programs at same cost if work average of 30 hours per week.
 - Part time PTO, holidays, bereavement, etc.
 - Part time considered as low as 20 hours per week (average) work schedule.
- ***ACTIVE WELLNESS PROGRAM***
 - Friday Chair Massages
 - Active Wellness Committee with regular activities scheduled, such as:
 - Annual soup/chili cook-off
 - Fresh Fruit Fridays
 - Annual Bake-off dessert competition
 - Annual “Water Challenge”
 - Steps Across the America’s annual competition
 - Fitness Club reimbursements @ 50% of annual membership to max of \$150.