

### **Health Care Plan, eligible the first of the month coinciding with or after 60 days of employment**

- Comprehensive medical coverage through Blue Cross/Blue Shield of Vermont
- Employee premium contributions on a pre tax basis
- Single coverage at \$22.00 per pay (bi-weekly)*
- Two Person coverage at \$66.00 per pay*
- Family coverage (Employee plus two or more dependents) at \$120.75 per pay*

### **Dental Care Plan, eligible the first of the month coinciding with or after 60 days of employment**

- Employee premium contributions on a pre tax basis
- Single coverage at \$5.75 per pay*
- Two Person coverage at \$11.50 per pay*
- Family coverage (Employee plus two or more dependants) at \$19.25 per pay*

### **Flexible Spending Health and Dependant Care Accounts, eligible the first of the month coinciding with or after 60 days of employment**

- Designed to reduce the effective cost of health or dependent care expenses by saving on a pre-tax basis
- Can be used for deductible, co-payment, or co-insurance

### **Life and Disability Insurance, eligible the first of the month coinciding with or after 60 days of employment**

- Replaces your income if you are unable to work because of an injury or illness of an extended nature
- Short term and Long term disability
  - 66 2/3 % of pay after a waiting period
- Life insurance will pay three times annual salary to beneficiaries (to a maximum of \$300,000)
- Premiums are fully paid by the bank

### **401K Retirement Savings Plan, eligible the first of the quarter coinciding with or after 60 days of employment**

- Your contributions are made on a pre tax basis (not including Social Security Tax)
- Union Bank will match 50¢ per \$1 up to 6% of employee deferral
- Employee is eligible beginning the 1<sup>st</sup> of the quarter after initial 90 days of employment

### **Pension**

- Employee eligible Jan 1<sup>st</sup> of the year in which you work 1,000 hours
- All pension contributions are made by the bank

### **Bank Services for our Employees**

- Service Charge Free Checking Account
- Discounted consumer loan interest rates
- Free 2 ½ X 5 safe deposit box
- Free checks

### **Sick Time**

- Accrues at a rate of ten (10) days per year
- Maximum of 45 days (360 hours) may be accrued

### **Personal Time**

- 6 days per year, 2 of which are unrestricted and 4 which are restricted for appointments which can't be scheduled for off hours.

### **Vacation (must be taken in the year earned)**

- Non officer: 2 weeks annual paid vacation for years 1 to 7, then 3 weeks for years 8 through 15
- Officer: 3 weeks annual paid vacation for years 1 through 15
- For all, after 15 years, increase of 1 day per year of service up to a maximum of 25 days per year

### **Bereavement Days**

- Up to 3 off days for the death of a family member

### **Mileage Reimbursement**

- For miles driven beyond normal commute
- Reimbursement at current IRS approved rate

### **Education Reimbursement**

- Classes may be eligible to be paid by the bank for
- job related continuing education

### **Service Award Pins**

- First pin presented after three years of service

This information is only an informal summary of Union Bank benefits, and is not to be viewed as Summary Plan Descriptions. In all cases, the information in the Summary Plan Descriptions determines the actual benefit available to full time Union Bank employees.