

Overview

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.

Health Insurance

- **Medical** – eligible the first of the month coinciding with or after 60 days of employment
 - Comprehensive medical coverage through CIGNA Health and Life Insurance Company
 - Employee premium contributions on a pre tax basis
 - Single coverage at **\$25.00** per pay (bi-weekly)
 - Two Person coverage at **\$75.00** per pay
 - Family coverage (Employee plus two or more dependents) at **\$137.00** per pay
- **Dental** – 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 **\$6.50** per pay
 - Two Person coverage at **\$13.00** per pay
 - Family coverage (Employee plus two or more dependants) at **\$22.00** per pay

Flexible Spending and Dependent 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 (subject to policy maximum limitations)
- 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 may be made on a pre tax basis (not including Social Security Tax), or after tax if electing the Roth deferral option
 - All participants will receive a 3% Safe Harbor contribution
 - In addition, Union Bank will match 50¢ per \$1 up to 6% of employee deferral
 - Employee is eligible beginning the 1st of the quarter after initial 60 days of employment

Time Off

- **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

Education and Training

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

Bank Services

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

Other Benefits

- **Mileage Reimbursement**
 - For miles driven beyond normal commute
 - Reimbursement at current IRS approved rate
- **Service Award Pins**
 - First pin presented after three years of service