

# BENEFITS GUIDE



German American Bank

Banking | Insurance | Investments  
Member FDIC

\* = Full time employees are eligible to participate in our group health benefits plan on the first day of the month following 32 days of active service.

## MEDICAL \*

German American Bank offers a robust major medical health plan to its full-time employees and their families. The Company pays a very generous portion of the cost of health coverage. Our corporate philosophy is to pay 90% of our employees' costs, 75% of the cost to cover your dependent children, and to pay 50% of your eligible spouse's costs. Three options are offered:

Annual Deductibles
\$750 per employee/\$1,500 per family
\$1,000 per employee/\$2,000 per family
\$1,250 per employee/\$2,500 per family

After meeting an annual deductible, benefits are then paid at 80%, up to an annual maximum, where benefits are then paid at 100% if care is obtained within a designated network. A Co-Pay prescription drug option is also offered.

## DENTAL + VISION\*

Dental	Cover Preventative Care at 100%	Cover Basic Procedures at 50%	Cover Orthodontics & Extensive Dental Procedures at 50%
Plan 1	✓	✓	✓
Plan 2	✓	✓	

Annual and lifetime limitations apply.

Vision	Annual Vision Exam with \$10 Co-Pay	Lenses and Frames every 12 Months	Lenses and Frames every 24 Months
Plan 1	✓	✓	
Plan 2	✓		✓

Vision services are provided up to specific benefit limits.

## FLEXIBLE SPENDING

To help you save money on health care costs, we offer Health Care Spending accounts. This account allows you to set money aside on a pre-tax basis to cover expenses that are not otherwise covered under a medical, dental or vision plan.

A Dependent Care Spending Account allows you to set aside money for reimbursement of eligible dependent care expenses.

## RETIREMENT SAVING

401 (k)	Traditional Employee Pre-Tax Contributions	After-Tax Contributions	Contributions Made through Automatic Payroll Deduction	New Employees Eligible to Defer on 1 <sup>st</sup> Day of Calendar Quarter following Hire Date
Traditional	✓		✓	✓
Roth		✓	✓	✓

All contributions made by the employee and Company are immediately 100% vested. You decide how your funds are invested.

- A matching contribution will be made by the Company to each eligible<sup>†</sup> employee who makes a salary deferral contribution. The current match is dollar for dollar or 100% on the 3% of employee deferrals, then 50% on the next 2%.
- Employees may contribute between 1-60% of their annual earnings, subject to the annual dollar limits set by the IRS.

<sup>†</sup>New employees become eligible for the Company match on the first day of the next calendar quarter after completing one year of service in which they work at least 1000 hours.

## PAID TIME OFF + HOLIDAYS \*

### Paid Time Off (PTO)

The number of PTO days awarded each January 1 is based on years of service or grade level. Employees may carry-over up to 10 PTO days from one year to the next. Any PTO carry-over days in excess of 10 will be placed in an Extended Illness Bank.

Part-Time and Prime-Time employees are also eligible for PTO days on a reduced schedule.

### Holidays

**Banking Offices:** New Year's Day, Martin Luther King Day, President's Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Thanksgiving Day, Christmas Eve (½ day), Christmas Day

**Investment Offices:** New Year's Day, Martin Luther King Day, President's Day, Good Friday, Memorial Day, 3<sup>rd</sup> of July (½ Day), Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving (½ day), Christmas Eve (½ day), Christmas Day

**Insurance Offices:** New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, Christmas Day

## LIFE \*

Life	Coverage Amount Equals Annual Salary rounded to next \$1,000	Base Pay + Avg of Last 2 Years Commission	Provided \$10,000 in Coverage
Full-Time	✓		
Full-Time Commissioned		✓	
Part-Time			✓

The Company pays the total premium for life insurance.

Supplement Life	Voluntary Group Term Life Insurance (up to 5x Salary)	Dependent Life Insurance for Spouse + Children	Voluntary Whole Life for Employees + Spouse + Children + Grandchildren (available next enrollment date after 6 months of employment)
Full-Time	✓	✓	✓
Full-Time Commissioned	✓	✓	✓
Part-Time	✓	✓ (must work at least 20 hours/week)	✓ (must work at least 20 hours/week)

## DISABILITY \*

Compensates a percentage of salary for full-time employees who are unable to perform the material and substantial duties of their work due to accidental injury or sickness during a calendar year.

Short Term	All full-time employees are provided with short-term disability insurance at no cost to the employee. Benefits begin after 28 days (4 weeks) disabled and continue to a maximum of 180 days.
Long Term	All full-time employees are provided with long-term disability insurance at no cost to the employee. Benefits begin after 180 days (6 months) disabled.
Other	Critical Illness, Accident and additional Short-Term Disability plans are available for employees to purchase for themselves and/or their family.

## WELLBEING PROGRAM \*



Our employee program is focused on creating engagement throughout our company to develop a culture of physical, emotional, and social wellbeing. Providing employees with tools, challenges, and education, we strive to inspire our employees to implement positive changes for a healthy lifestyle. Additional benefits include incentives to lower annual out-of-pocket health insurance maximums, an online portal to access healthy recipes and motivating challenges, and monthly opportunities to win prizes.

## ADDITIONAL BENEFITS

**Pay for Performance Incentives** Quarterly incentives available for eligible employees.

**Yearly Employee Stock Purchase Plan** (available for eligible employees.)

**Employee Assistance Program (EAP)** We have contracted with a third party provider to offer assistance for personal and work life issues, including confidential counseling service, some legal support and resources and financial information and resources. The program gives employees and their family professional assistance in dealing with everyday challenges.

**Tuition Reimbursement** Full-time employees are eligible for tuition reimbursement for work-related courses taken through a community college or university. Expenses are reimbursed up to a maximum of \$4,000/ calendar year. Expenses include tuition and textbooks.

Regular Part-Time and Prime-Time employees will be reimbursed up to \$1,000/calendar year.

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