



BENEFITS GUIDE

At German American, we offer a competitive and comprehensive benefits program to ensure you have coverage that meets your family's needs. This benefits guide summarizes our programs in a quick and easy-to-understand way.

* = 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*

Health Plans
PPO \$1,000 per employee / \$2,000 per family
HDHP \$2,800 per employee / \$5,600 per family

PPO: 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 (UMR). Co-pays apply for office visits and prescription drugs.

HDHP: After meeting an annual deductible, benefits are then paid at 90% up to an annual maximum, where benefits are then paid at 100% if care is obtained within a designated network (UMR).

DENTAL + VISION*

Dental	Cover Preventative Care at 100%	Cover Basic Procedures at 50%	Cover Orthodontics & Other More 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 AND HEALTH SAVINGS ACCOUNTS

To help you save money on health care costs, we offer Flexible Spending Accounts for employees covered in the PPO health plan and Health Savings Accounts for employees covered in the High Deductible Health Plan. These accounts allow 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 st 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 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

+ New Employee 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 100 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, Juneteenth, Independence Day, Labor Day, Columbus Day, Veterans 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, 3rd 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, Juneteenth, 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
Full-Time	✓	✓
Full-Time Commissioned	✓	✓

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.

ADDITIONAL BENEFITS

Pay for Performance Incentives Quarterly incentives available for eligible employees.

Quarterly Employee Stock Purchase Plan All employees with 6 months or more of service are eligible.

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 families professional assistance in dealing with everyday challenges.

Educational Assistance Program All employees are eligible for program which covers tuition and textbooks for work-related courses taken through a community college or university. We will pay for expenses up to a maximum annual benefit of \$5,250 for full-time employees, \$2,000 for part-time employees and \$1,000 for student part-time.

Family Bonding Leave Available to all eligible employees as a way to support and assist team members who are becoming parents or expanding their families and need continuous paid time away from work to bond with their new child and adjust to their new family situation.

Supplemental Insurance Critical Illness, Accident and Hospital Indemnity plans are available for full-time employees to purchase for themselves and/or their family through AFLAC.

Discounted Bank Services FREE Smart Checking Account, FREE Personal Checks, Low Balance Fee waived on regular savings account, Discount on loans.