



## Summary of Benefits:

- Benefits are offered to full-time (40 hours a week) and high-time (32 hours a week) employees
- Paid vacation and sick leave on an accrual system. Starting employees receive 2 weeks vacation and 1 week sick annually.
- Medical/Dental/Vision premiums are 80% paid by the bank. The remaining 20% is taken pre-tax from your bi-weekly payroll (divided equally between the first and second payrolls of each month)
- A life insurance policy and short term disability policy are provided and premiums are paid in full.
- Long-term disability insurance is available at 50% of the premium cost.
- Supplemental insurance policy from AFLAC for cancer and accident is available.
- Confidential counseling through Western Employee Counseling service.
- Workout area in the basement.
- Employee parking.
- On-going staff training and development.
- Two retirement programs:
  - Employees are eligible after at least one year of work or at least 1000 hours. Enrollment periods are January 1<sup>st</sup> and July 1<sup>st</sup>.
  - The 401k is a retirement plan in which you as an employee can contribute to.
  - The BankNote Capital Profit Sharing Plan may make a Safe Harbor Non-elective Contribution of three percent (3%) of each Participant's compensation (excluding overtime, bonus and commission wage) in a plan year. There may also be discretionary Profiting Sharing or Matching Contributions.

