

BENEFITS AND BEYOND



MEDICAL INSURANCE:

BankVista offers voluntary medical insurance plans to you and your dependents. The plans range from traditional plans to high-deductible plans that you can pair with a Health Savings Account (HSA). BankVista not only provides a generous contribution towards your premiums on all plans, but also offers an employer contribution to an HSA or FSA (plan dependent).

Coverage is available to employees working greater than 30 hours per week, and is effective the 1st of the month following 30 days of continuous employment.



DENTAL INSURANCE:

BankVista provides voluntary dental insurance plans with employer premium contribution through Health Partners for you and your family, to meet your dental care needs.

Coverage is available to employees working greater than 30 hours per week, and is effective the 1st of the month following 30 days of continuous employment.



VISION INSURANCE:

Vision insurance is offered to employees and their dependents with a generous monthly employer premium contribution. Coverage includes up to \$150 allowance towards frames or contact lenses.



RETIREMENT SAVINGS:

BankVista wants you to succeed in planning for your future. BankVista offers a 401(k) retirement plan to all employees. Both Traditional and Roth plan options are available. BankVista provides a safe harbor match of 100% up to 3%, plus 50% percent on the next 2% that a participant contributes to the plan.

For your benefit, BankVista also offers Financial Planning Services through All Star Financial.



DISABILITY INSURANCE:

In the event of a disability that keeps you from work for an extended period of time, BankVista provides both short term disability and long term disability insurance at 60% of your salary at no cost to you. COBRA rates may apply at transition to long term disability.

Coverage is available to employees working 30 hours per week, and is effective the first of the month following 90 days of employment.



LIFE INSURANCE

BankVista provides group life insurance with AD&D coverage to employees equal to \$50,000 or 1x your annual salary up to \$100,000 at no cost. Also provided to employees is dependent life insurance coverage at \$5,000 per dependent. Supplemental life insurance is also available through Aflac.

Coverage is available to employees working 20 hours per week, and is effective the first of the month following 30 days of employment.

**BankVista**
Independent Community Bank



Member
FDIC

Bank smart. Bank local. BankVista.



MEDICAL AND DEPENDENT CARE REIMBURSEMENT ACCOUNTS (TAX-DEFERRED)

BankVista offers the benefit of a tax-deferred Flexible Spending Account (FSA) for eligible expenses related to medical and dependent care expenses, including an employer monthly contribution to the Medical FSA. For individuals enrolled in a high deductible Health Insurance plan, BankVista offers a Health Savings Account (HSA) with an employer monthly contribution.

Federal Maximum Limits apply.



PAID TIME OFF (PTO)

An employee's quality time away from work is important to BankVista. Employees are offered 120 hours Paid Time Off (PTO) annually for full-time employees, which continues to increase with tenure and status. PTO is available immediately upon hire.

PTO is available to employees working at least 20 hours per week.



PAID HOLIDAYS

BankVista provides employer paid holidays for New Year's Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving and Christmas Day. In addition, 3 floating holidays are provided for the National Holiday's in which BankVista remains open.

Your birthday as treated like a Holiday! Enjoy an additional paid holiday during your birthday month.



PAID VOLUNTEER TIME

BankVista recognizes that it is our responsibility as good citizens to help strengthen the communities in which BankVista serves and where our employees live and work. BankVista encourages our employees to become involved in their communities by offering up to 32 hours annually to lend their voluntary support to programs that enrich the quality of life and opportunities for all citizens.



BANKING SERVICES

BankVista stands behind its banking services and encourages employees to use our personal banking services by waiving fees on checks, wire transfers, cashier's checks, gift cards and more. In addition, we offer rate discounts and no origination fee on personal loans.



AFLAC

BankVista is a referring party to Aflac which allows you to enroll in supplemental insurance policies and pay your premiums via payroll deduction.

Coverage is available to employees working greater than 30 hours per week.



BANKVISTA APPAREL ALLOWANCE

Employees are encouraged to represent BankVista in and outside the facilities by wearing pre-approved BankVista apparel. Employees are provided with an annual stipend to purchase logo wear from the apparel website.