



Union Bank & Trust[®]

HUMAN RESOURCES



Union Bank & Trust Unique Benefits

At UBT, we offer an employment experience* to meet the diverse needs of all associates and family members. In addition to competitive salaries, incentives, generous bonuses, 401(k), and profit sharing, here are some of the unique programs available to associates.



Work/Life Balance

- Flexible work arrangements
- Paid time off that includes sick leave, supplemental sick leave, vacation, and incidental time
- Free Employee Assistance Program that provides face-to-face counseling services, telephone problem solving, legal consultations, and educational resources
- New parent leave — up to two weeks of paid leave
- Bereavement leave
- Discounts for health clubs, personal computers, theaters, zoos, and museums
- Nursing mothers' rooms
- Supportive Community Involvement programs to volunteer and serve on nonprofit boards
- Earn additional paid time off for participating in Community Involvement programs



Financial & Retirement

- Retirement plan with matching contributions
- Profit sharing plan and semi-annual profit bonus
- Longevity bonus every five years
- Merit increases on a pay-for-performance basis
- Credit toward home loan closing costs
- Computer and fitness equipment loans at 0% interest
- Free term life insurance with additional supplemental life insurance available to purchase
- General medical expense or adoption expense-related loans at low interest rates
- Flexible spending and dependent care accounts
- Free or discounted banking services, such as unlimited check writing privileges, free ATM card/check card, personalized checks, and unlimited ATM transactions at UBT ATMs
- Free cashier's checks and money orders



Health & Wellness

- National award-winning wellness program
- Medical, dental, and vision insurance; accidental death and dismemberment coverage; and health savings accounts
- Free long-term and short-term disability salary continuation
- Tobacco cessation program
- Opportunity to join a company-sponsored athletic team
- Doctor On Demand 24/7/365 video visits for common medical issues
- Health savings starter contributions
- Potential to earn two days of paid time off by participating in wellness programs
- Presentations by local experts on nutrition, financial strategies, mental health, alternative medicine, fitness, and more
- Wellness resource library
- Personalized consultations for employee health and exercise design
- Boot camps
- Up to \$350 annual reimbursement for wellness-related activities and items
- Onsite lunch program Monday through Thursday in many locations
- Massage specialists onsite each month



Professional Development

- Leadership Development Programs
- New hire referral bonus
- Mortgage loan and trust referral bonuses
- Tuition Reimbursement for college classes
- Internal application program to support career development
- Mentorship opportunities
- Performance reviews