

# Human Resources Associate Benefits

Let's do something amazing, together.

At Carter Bank, being the preferred employer in the communities we serve is part of our mission and just as important to us as being the preferred financial partners for our customers.

We invest significantly in our associates and recruit heavily from within, offering career development and mobility for all associates. We also provide several different benefits to ensure our associates have the support and resources they and their families need to be successful both at work and at home.



## Medical, Dental & Vision

Healthcare costs are one of the biggest concerns for people today. We don't want you to have to worry about that while working for Carter Bank so we provide all associates access to affordable, quality medical, dental, and vision insurance. We have multiple plans so you can choose the premiums, deductibles, and coverages that work for you and your family. Our health insurance plans are consistently rated as among the best and most affordable in comparison to our competitors.



## Paid Leave

Work-life balance is important. So is peace of mind knowing that if you or a family member gets sick you will not have to choose between health and income. At Carter Bank, all full-time associates accrue 5 days of paid sick leave annually and paid leave time for every hour worked, starting at 16 days annually, to cover illness, medical appointments, family care, and vacation. This is in addition to paid holidays and a paid day off for your birthday, ensuring you have adequate time off from work to relax, spend time with family, and pursue hobbies outside of work.



## 401k

At Carter Bank, we know planning for retirement is important and we want to help you enjoy that retirement when it comes. Carter Bank will match your 401k contribution dollar for dollar for the first 3 percent of salary and then 50% of your contribution for the next 2 percent of your salary you elect to put into your 401k. This means a 5 percent contribution from you will result in a 4 percent contribution from Carter Bank.



## EAP

Life sometimes presents complex challenges and Carter Bank wants to make sure our associates have access to simple solutions when that happens. Carter Bank's Employee Assistance Program (EAP) provides all associates with access to emotional, financial, legal, and health counseling through our EAP, Ability Assist.

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## Flexible Spending Account

While we aim to keep your health care costs low with our excellent medical insurance plans, we all know there are some medical expenses that can be costly, even with deductible and out of pocket limits. We also know that dependent care can be a significant expense, whether for a child or elderly family member. For these reasons, our associates have the option to enroll in a Flexible Spending Account (FSA) where they can contribute a set amount of pre-tax dollars each paycheck that can be used for qualified medical or dependent care expenses. This allows you to plan and budget for significant expenses and further reduce the cost by using pre-tax dollars.



## Supplemental Insurance

We also provide the option to enroll in supplemental insurance programs that pay you cash benefits if you have a critical illness or accidental injury. This can help provide an additional layer of protection to help cover out-of-pocket expenses that may not be covered by medical insurance.



## Life Insurance

All full time associates automatically receive Basic Life and AD&D insurance coverage at 2 times their annual salary at no charge. Additional Life and AD&D insurance is also available for you or your family at very reasonable rates.



## Disability

All associates are automatically enrolled in short-term and long-term disability plans, which are fully paid for by Carter Bank. Should a medical issue arise requiring you to take more than a week off of work, this benefit will continue to pay you a portion of your salary, helping give you peace of mind and allowing you to focus on getting better.



## Education Assistance

Carter Bank believes in the development of our associates and provides many opportunities for career development including Education Assistance. Associates who have been with Carter Bank for more than six months are eligible to apply for education assistance to cover the cost of courses, education programs, and certifications related to their current or prospective jobs with the bank.

Carter Bank & Trust provides equal employment opportunities (EEO) to qualified employees and applicants for employees without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, genetic information, disability, or status as a covered veteran in accordance with applicable federal, state and local laws. EOE/AA/M/F/Veteran/Disability.



## Let's connect.

To view our current job openings and learn more about Carter Bank, visit our careers page at [carterbank.com/career](https://carterbank.com/career) or talk to one of our recruiting specialists by emailing [careers@carterbank.com](mailto:careers@carterbank.com).

