

# Benefits Package



## Health Benefits

### Medical & Prescription Drug Coverage

The FHLB offers a High Deductible Health Plan (HDHP) with a Health Savings Account (HSA). The HDHP offers a broad network of healthcare professionals and facilities. Prescription drug coverage is provided through an extensive network or mail order. Coverage is offered the first of the month following employment.

### Dental Coverage

The plan covers routine through restorative services through network providers. Orthodontia benefits are provided for dependent children up to age 19. Coverage is automatically provided to employees enrolled in the HDHP.

### Vision Coverage

The vision plan provides an annual eye exam and a materials allowance. Discounts on other vision-related expenses are also available. Coverage is automatically provided to employees enrolled in the HDHP.

### Flexible Spending Accounts

Transportation and Dependent Care Flexible Spending Accounts allow pretax dollars to be set aside to pay for eligible transportation and childcare expenses.

### Employee Assistance Program

Employees and their dependents are eligible to receive counseling sessions by trained professionals to assist in dealing with a wide range of issues, on or off the job.

## Financial Benefits

### 401k Savings Plan

Employees may set aside a percentage of their earnings on a pre-tax or ROTH after-tax basis. The FHLB provides an immediate matching contribution (up to 3%) upon enrollment into the Plan and increases after three and five years of service. Matching contributions are fully vested after three years.

### Pension Plan

Employees are automatically enrolled in the FHLB sponsored pension plan on the first of the month following one year of service. The plan provides a retirement benefit based on earnings and service. Employees are fully vested after five years.

### Incentive Compensation Program

The program provides an annual incentive compensation award if the Bank meets specified performance targets each year. Award opportunity levels vary based upon position within the Bank.

### Long Term Disability

The Long Term Disability Plan provides eligible employees with a percentage of monthly base salary after satisfying the applicable waiting period.

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## Life Insurance

Eligible employees are provided basic life insurance and accidental death and dismemberment coverage equal to one times annual salary. Supplemental coverage equal to additional one or two times annual salary may be purchased.

## Dependent Life Insurance

Coverage for spouses and eligible dependents is available at group rates.

## Employee Referral Program

Employees may receive up to \$2,500 for the successful hire of a referral to fill a current job opening.

## Professional Development

### Education Assistance

Eligible employees may apply for educational assistance for graduate or undergraduate courses taken at an accredited college or university that are related to their job or career field.

### Professional Certifications and Designations

The Bank supports professional development and reimburses eligible fees associated with certification courses and examinations approved by management in advance of registration.

## Time Off

### Vacation

Employees accrue vacation immediately. Amount of vacation accrual is based on position and years of service.

### Sick

Employees accrue one day of sick time every full month of employment to a maximum of 12 days annually. Sick time balances carry over and are subject to a maximum accrual.

### Holidays

Employees receive ten paid holidays and one personal day per year.

### Paid Leave Programs

Paid leave for maternity, parental and caretaker time is provided when an employee is approved for a Family Medical Leave.

## Additional Benefits

- Business Casual Dress
- Employee Wellness Program
- Rewards and Recognition Programs