

Benefits Brochure



Health Benefits

Medical & Prescription Drug Coverage

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

Vision Coverage

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

Dental Coverage

Dental insurance is offered through network providers. The plan covers routine through restorative services. Orthodontia benefits are provided for dependent children up to age 19. Coverage is available at a minimal cost to employees and is not contingent upon enrollment 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, personal or work-related.

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 a matching contribution following one year 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.

Long Term Disability

The Long Term Disability Plan provides eligible employees with a percentage of monthly base salary up to the plan maximum 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. Additional life insurance may be purchased at the Bank's group rates.

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 referred candidate for a 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 part of a degree program and 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

The FHLB has established a vacation policy to provide eligible employees with paid time off from work. Amount of vacation time available 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

Full time employees receive ten paid holidays per year. Employees also receive one personal day which must be taken within the calendar year.

Additional Benefits

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