

## Benefits Summary

### Voluntary Life Insurance

Full-time associates can purchase Voluntary Life Insurance on themselves, spouses and dependents. Rates are based on age and amounts purchased. Companion Life Insurance and Met Life are the carriers.

### Voluntary Life Insurance with AD&D

Available in the amount of \$20,000 for the associate, \$2,500 for spouse and \$2,000 per child. Voluntary life is mandatory if the associate signs up for health insurance. NBA-VEBA is the provider and it is paid for by the associate.

### Short Term Disability

This policy covers day 15 through day 180 and pays 66 2/3%. Associates are eligible for this policy after 12 months of service. This is a benefit paid for by the company.

### Long Term Disability

LTD has a waiting period of 180 days and pays 66 2/3%. NBA-VEBA is the provider and it is paid for by the company.

### 401(k)

Is available to all associates immediately and includes an auto enrollment feature. Administration costs are paid for by the company. Associates may make a Pre-Tax 401(k) Deferral or a Roth Post-Tax 401(k) deferral. Administered by Milliman.

### ESOP

An Employee Stock Ownership Plan is the company's way of contributing to the associate's retirement plan. The ESOP has an eligibility requirement of one year and a minimum of 1,000 hours of service after which an associate can enter the plan on January 1 or July 1. There is a 3% contribution to the plan on a per paycheck basis once an associate enters the plan. This contribution is 100% vested. There is an additional matching contribution potential of up to 4% on a per paycheck basis. This 7% total contribution is vested 25% each year starting with the 2nd year.

### Other Benefits

- Medical Flexible Spending Account
- Dependent Flexible Spending Account
- Education Assistance
- Community Organization Dues
- Fitness Memberships
- Employee Assistance Program
- Banking Services

### Your Benefits Administrator

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## EMPLOYEE INFORMATION and BENEFITS



*Platte Valley  
Companies*



# Benefits Summary

## Paid Time Off

PTO will accrue for associates in the same year that it is used and accrues on a per paycheck basis. New associates will begin accruing PTO immediately and may begin using it after 60 days of service. PTO will accrue as follows:

**Tier 1: 16 days (128 hrs)**

**Tier 2: 21 Days (168 hrs)**

**Tier 3: 26 days (208 hrs)**

All full-time associates begin accruing additional PTO after completing 3 and 7 full years of service to a max of 26 days (208 hrs).

## Holidays

Associates will receive ten (10) paid holidays as follows. Some locations receive floating holidays in place of actual holidays.

- New Year's Day
- Martin Luther King Jr. Day
- President's Day
- Memorial Day
- Independence Day
- Labor Day
- Columbus Day
- Veteran's Day
- Thanksgiving Day
- Christmas Day

## Health Insurance

Full-time associates are eligible for individual, associate & spouse, associate & child(ren) or family health insurance the first of the following month after their start date. The associate pays 30% of the cost; the company pays 70%. The rates are associate age banded. This is a High Deductible Health Plan (HDHP) with a preventative care benefit. Provided by Blue Cross/Blue Shield of Nebraska. Other health plans may be available.

## Health Savings Account (HSA)

Partially funded by the company and can be partially funded by associate.

## Dental Insurance

Preventative dental services are paid at 100% with no deductible. Basic dental services are paid at 80% and major dental services at 50% after a plan deductible of \$50. Annual plan maximum is \$1,500. The associate pays 1/3 of the cost; the Company pays 2/3. Provided by Companion Life Insurance.

## Vision Insurance

Our vision plan offers benefits of an annual eye exam, lenses, frames and contacts. Other benefits include special pricing on lens options. VSP is the provider.

## Basic Life Insurance with AD&D

Full-time associates receive twice their annual base rate with maximum limits. Companion Life Insurance is the carrier and it is paid for by the company.

