Hawthorn BANK®

FRINGE BENEFITS FOR EMPLOYEES OF HAWTHORN BANK

All full-time employees have the option to participate in the United Health Care **Health Insurance** plan, which will be offered the first of the month following 30 days of employment. Plans, coverage and employee biweekly premiums are listed below:

United High Deductible HSA Plan

COVERAGE TYPE	Employee Biweekly Premium
Employee -	$ 20.00
Employee & Child(ren) -	$171.42
Employee & Spouse -	$275.23
Employee, Spouse & Child(ren) -	$412.02

United PPO Basic Plan

COVERAGE TYPE	Employee Biweekly Premium
Employee -	$ 50.00
Employee & Child(ren) -	$224.38
Employee & Spouse -	$340.49
Employee, Spouse & Child(ren) -	$493.50

United PPO Plus Plan

COVERAGE TYPE	Employee Biweekly Premium
Employee -	$ 75.00
Employee & Child(ren) -	$296.43
Employee & Spouse -	$429.29
Employee, Spouse & Child(ren) -	$604.38

All Premiums are stated as a bi-weekly rate and will be deducted from the employee's bi-weekly pay. All preventative care is covered at 100%. The PPO plans also include a prescription benefit.

Health Insurance Plan Overview

United HSA Plan	**Deductible**	**Coinsurance**	**Out-of Pocket**	**Physician Office Visit**
In-Network	$2700 Individual $5400 Family	80/20	$5,400 Individual $10,800 Family	80% after deductible
Out-of-Network	$8,100 Individual $16,200 Family	50/50	$10,000 Individual $20,000 Family	50% after deductible
United PPO Basic Plan	**Deductible**	**Coinsurance**	**Out-of Pocket** *(All copays and encounter fees count toward the out-of-pocket)*	**Physician Office Visit**
In-Network	$2,500 Individual $5,000 Family	70/30	$6,000 Individual $12,000 Family	$30 encounter fee PCP $60 encounter fee w/ specialist
Out-of-Network	$5,000 Individual $10,000 Family	50/50	$10,000 Individual $20,000 Family	50% after deductible

United PPO Plus Plan	**Deductible**	**Coinsurance**	**Out-of Pocket** *(All copays and encounter fees count toward the out-of-pocket)*	**Physician Office Visit**
In-Network	$500 Individual $1000 Family	80/20	$5,000 Individual $10,000 Family	$25 encounter fee PCP $50 encounter fee w/ specialist
Out-of-Network	$1,500 Individual $3,000 Family	60/40	$8,000 Individual $16,000 Family	60% after deductible

The **Dental Insurance** will be offered to all full-time employees on the first of the month following 30 days of employment. The Bank will pay the basic plan premium for the employee and the employee will pay the premium for any additional coverage and/or qualified family members that they would like to have dental insurance coverage. The employee's payment is deducted from their bi-weekly pay. Coverage and bi-weekly costs are listed below:

Sun Life Basic LO Plan

Brief Summary:

- 100% Preventive/ 80% Basic
- ***No*** Benefits for Major Items & ***No*** Orthodontia Benefits
- Deductible = $50 Individual/$50 per person per year, Family
- Annual Maximum Benefit = $1500

Type of Coverage	Employee Biweekly Premium
Employee	$ 0.00
Employee + One	$ 9.98
Family	$26.89

Sun Life Advance HI Plan

Brief Summary:

- 100% Preventive/80% Basic
- 50% Major Items (for fully vested enrollees)
- Orthodontia Benefits (Children ONLY; ZERO deductible paying 60% up to $1,500 lifetime maximum)
- Deductible = $50 Individual/ $50 per person per year, Family
- Annual Maximum Benefit = $1500

Type of Coverage	Employee Biweekly Premium
Employee	$ 7.92
Employee + One	$24.46
Family	$50.09

All full-time employees are eligible for the **Hartford Life Insurance** benefit, which will be offered the first of the month following 30 days of employment. In addition, part-time employees working an average of 20 hours or more per week will be eligible for life insurance on the first of the month following 30 days of employment. The bank pays the premium on two times the annual salary. Optional Life Insurance coverage is available at the employee's expense. Optional coverage may be purchased at one, two, or three times the annual salary. Spouse and/or dependent coverage is available at the employee's expense and only if the employee purchases optional coverage on themselves.

Cafeteria Plan benefits will be offered the first of the month following 30 days of employment for all full-time and part-time employees. The plan allows for preapproved expenses to be redirected and reduce taxes.

Long Term Disability Insurance will be offered the first of the month following 30 days of employment for all full-time employees. The premium is paid by the bank.

The **401(K) Profit Sharing Plan** is another qualified retirement plan. All full-time and part-time employees are eligible to participate on the first of the quarter following 90 days of employment. This plan allows the employee to make pre-tax and after-tax salary deferrals into the plan on a voluntary basis. The plan includes a discretionary company match as well as a discretionary profit sharing contribution. For an employee to receive the discretionary profit sharing contribution, the employee must complete 90 days of employment AND complete 1000 hours of service. The employee is 100% vested in the plan after 5 years of qualified service from hire date. Money for each employee account is invested according to that employee's option as available through the plan.

All full-time and part-time employees are eligible to participate in **AFLAC Supplemental Insurance** products. The AFLAC products offered include Accident, Short Term Disability, Hospitalization, Critical Illness, Cancer, and Vision Insurance. Employees are eligible for these products on the first of the month following 30 days of employment for. The employee is responsible for paying 100% of the premium.

All full-time and part-time employees receive a free checking account, free printed checks, and a free safe deposit box.

All full-time and part-time employees' pay will be **Direct Deposited** into their account biweekly.

Vacation is pro-rated the first year and available for all full-time employees. Employees starting between Jan. 1 and May 31 receive one week of paid vacation in the current year after successfully completing six months of employment; employees starting between June 1 and Dec. 31 receive 2 weeks of paid vacation in the next year after successfully completing six months of employment. After the initial prorated vacation described above, employees receive two weeks of vacation every Jan. 1. Bank officers will receive three weeks of paid vacation upon successful completion of 6 months of employment and Bank Officers will receive 3 weeks of paid vacation every Jan. 1. Any non-exempt employee who has worked 10 to 19 years will receive 3 weeks paid vacation. Any non-exempt employee who has worked 20 years or more will receive 4 weeks paid vacation. Any exempt employee who has worked 10 to 19 years will receive 4 weeks paid vacation. Any exempt employee who has worked 20 years or more will received 5 weeks paid vacation. Vacation days can be taken in 4 hour or 8 hour increments.

Each full-time employee is paid for all legal **holidays** that are observed Monday thru Friday by the Federal Reserve Bank of St. Louis usually resulting in nine or ten holidays a year.

Each full-time employee receives two **personal days** off with pay each year. Personal days are pro-rated for new employees. Employees beginning employment between November 2 and May 31 will receive 2 personal days on the first of the month following 30 days of employment. Employees beginning employment between June 1 and November 1 will receive 1 personal day on the first of the month following 30 days. After the initial prorated personal leave described above, employees receive two personal days every Jan. 1. Personal days can be taken in 4 hour or 8 hour increments.

Each full-time employee receives 12 **Sick Days** a year. Sick leave begins to accrue on the first of the month following 30 days. (Any absences that occur within the initial 30-day period are without pay.) Sick days are pro-rated at one half day per month for the first year of employment. Any unused sick days at the end of December each year will go into an accumulated slot; an employee can accumulate up to 90 days. After the initial pro-rated sick leave described above, employees receive 12 days of sick leave every January 1.

The Bank offers a **Tuition Reimbursement Program** after 30 days of employment for full-time and part-time employees. This policy allows employees to obtain reimbursement for a percentage of tuition fees associated with successful completion of undergraduate or graduate courses from an accredited college or university. A detailed policy is located in the Employee Handbook.