



**BANK OF THE WEST**  
**BNP PARIBAS**

2019

# BENEFITS IN BRIEF

## Welcome!

Things are different in the West. There's a spirit of determination and optimism here that drives us to do more. Our team members are at the core of what we do, and we recognize our continued success is directly linked to team member contributions. Our goal is to provide an environment in which you can reach your full potential in your personal and professional initiatives.

We provide a total compensation package designed to support your personal needs and to motivate you to do your best by recognizing and rewarding top performance. The rewards are provided in two ways: through direct pay and comprehensive, cost-effective benefits.

This brochure provides a brief overview of the benefit plans and other team member resources available if you become a Bank of the West team member. Shortly following your date of hire, you'll receive a benefits enrollment packet that more fully describes the Bank's employee benefits.

*Our goal is to provide an environment in which team members can reach their full potential in their personal and professional initiatives.*

The following information is for a quick reference only. It is not intended as a complete description of each benefit. Detailed descriptions are provided on the Bank's intranet site.

Member FDIC, Equal Housing Lender.  Doing business in South Dakota as Bank of the West California. 2019

# Flexible Benefits

The Bank automatically provides a core package of benefits, plus a variety of additional benefits you may choose from to complete your own personalized benefits program. This allows you to tailor your benefits to fit your needs and the needs of your family. And, since most of the Bank's benefits are offered on a pre-tax basis, your overall annual tax liability is reduced.

## How Does It Work?

Benefits requiring a contribution are purchased with either pre-tax or after-tax dollars through periodic payroll deductions. During authorized enrollment periods (new hire enrollment, annual open enrollment, and status change enrollment), you may make benefit elections or changes.

### **Core Benefits (provided at no cost)**

- Short-Term Disability
- Long-Term Disability
- Employee Life Insurance
- LiveHealth Online
- Employee Assistance Program
- Health Advocate
- Best Doctors
- Business Travel Accident Insurance
- Work Perks
- Holidays, Paid Time Off and Parental Leave

### **Pre-Tax Benefits**

- Medical Coverage
- Dental Coverage
- Vision Coverage

- Short-Term Disability Buy-up
- Long-Term Disability Buy-up
- Supplemental Employee Life Insurance
- Accidental Death and Dismemberment (AD&D) Insurance
- Flexible Spending Accounts
- Health Savings Account
- 401(k) Savings Plan

### **After-Tax Benefits**

- Dependent Life Insurance
- Medical, Dental, and Vision Coverage for a Domestic Partner and His or Her Children
- Group Legal Plan
- Roth 401(k) Savings Option
- Identity Theft Protection

## When Am I Eligible?

Unless indicated otherwise, all team members are eligible the first of the month following 30 days of employment.

# Medical, Dental and Vision Coverage

Recognizing that health care coverage is an important part of all our lives, the Bank strives to provide team members with quality and cost-effective choices. The Bank also pays a significant portion of the cost of coverage.

## Who Can I Cover?

In addition to covering yourself, you can also choose to cover a spouse or domestic partner and dependent children up to age 26.

## What Are My Medical Plan Options?

The Bank offers various medical plan options, including the Anthem Blue Cross HSA, which includes a Bank HSA contribution of \$500 for single coverage or \$1,000 for employee plus dependent coverage at no cost to you *(these amounts are pro-rated if you are hired mid-year)*, Anthem Blue Cross PPO and Anthem Blue Cross Routine Care PPO at all locations. HMO plans are available in some locations.

Team members who do not attest as non-users of tobacco during the enrollment process will pay an additional \$50 per month for medical coverage. A free tobacco cessation program is available.

## What Are My Dental Plan Options?

Bank of the West offers three dental plan options (depending on location) for team members and dependents.

## What Are My Vision Plan Options?

Bank of the West offers two Vision Service Plan (VSP) options for team members and dependents.

*Bank of the West offers several medical, dental and vision plan options (depending on location) for team members and dependents.*

# Flexible Spending Accounts

Bank of the West offers three Flexible Spending Accounts, which allow you to set aside tax-free dollars to pay for eligible expenses.

## Health Care Flexible Spending Account

You may contribute up to \$2,650 per year to cover out-of-pocket health care expenses, including deductibles, copayments, eligible expenses over plan limits or those not covered by medical, dental, or vision plans.

## Transportation Flexible Spending Account

You may contribute up to IRS limits per month for qualified parking, mass transit, or van pool expenses.

## Dependent Care Flexible Spending Account

You may contribute up to \$5,000 per year (or \$2,500 if you're married and file separate tax returns) to cover day care expenses for dependent children under age 13 or dependent adults.

# Health Savings Account (HSA)

Bank of the West offers an HSA in conjunction with the high deductible health plan. BOW will contribute \$500 for an individual and \$1,000 for employee plus dependent coverage (*these amounts are pro-rated if you are hired mid-year*).

*You may contribute to the Dependent Care Flexible Spending Account to cover day care expenses for dependent children under age 13 or dependent adults.*

# Life Insurance

## What Are My Employee Life Insurance Options?

Bank of the West provides Basic Life Insurance coverage for you automatically by giving you sufficient benefit credits to purchase two-times your annual base pay\* in life insurance. You can also purchase supplemental coverage.

OPTION		BENEFIT
Option 1	Company Paid	\$10,000**
Option 2	Company Paid	\$50,000***
Option 3	Company Paid	1 x annual base pay (to a guarantee issue amount of \$1 million)
Option 4	Company Paid	2 x annual base pay (to a guarantee issue amount of \$1 million)
Option 1	Supplemental	1 x annual base pay (to a guarantee issue amount of \$500,000)
Option 2	Supplemental	2 x annual base pay (to a guarantee issue amount of \$500,000)
Option 3	Supplemental	3 x annual base pay (to a guarantee issue amount of \$500,000)

\* Annual base pay, including commissions, bonuses, and incentives

\*\* Default for those who do not make an election

\*\*\* Available to employees having an annual salary of \$25,000 or more

## What Is The Maximum Coverage I May Obtain?

The maximum amount of life insurance you can obtain (Basic and Supplemental Life combined) is \$2 million.

## What Are My Dependent Life Insurance Options?

Dependent Life Insurance helps cover expenses in the event of a dependent's death. You can buy this coverage for your eligible dependents with a benefit of \$50,000 for a spouse/domestic partner and \$10,000 per child, depending on age.

# Accidental Death & Dismemberment (AD&D) Insurance

You have the option to purchase AD&D Insurance that provides financial protection if you die or are seriously injured in an accident. Options include benefits at 1, 2, 3 or 4 times your annual pay, with a maximum insurance coverage of \$1 million.

Family AD&D Insurance is also available to purchase for your spouse/ domestic partner and your children.

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## Business Travel Accident Insurance

A benefit is paid if you lose your life as a result of an accident while you're traveling on Bank business. Business travel means a trip authorized by the Bank to a destination away from Bank premises where you're regularly assigned to work. You'll be covered from the time you leave on an authorized business trip, whether you leave from your home, place of employment, or somewhere else. This benefit is provided at no cost to team members. (Eligibility and coverage amounts vary.)

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## Short-Term Disability Insurance

Short-Term Disability (STD) Insurance provides you with financial protection by paying a portion of your income while you're disabled due to illness or injury. The STD elimination period is 30 days. The core benefit (Option 1) is provided at no cost to you. You have the option to purchase additional coverage.

### What Are My Short-Term Disability Insurance Options?

OPTION		BENEFIT
Option 1	Company Paid	50% of weekly earnings (to a maximum of \$5,000 per week)
Option 2	Buy-Up	66 $\frac{2}{3}$ % of weekly earnings (to a maximum of \$5,000 per week)

# Long-Term Disability Insurance

If you become sick or injured and can't work for more than 180 days, Long-Term Disability Insurance continues to pay a percentage of your base salary if you're totally disabled. Benefit payments continue until you recover or you reach age 65, or, in some circumstances, up to 2 years. The core benefit (Option 1) is provided at no cost to you. You can purchase additional coverage.

## What Are My Long-Term Disability Insurance Options?

OPTION		BENEFIT
Option 1	Company Paid	50% of monthly base pay (to a maximum of \$20,000 per month)
Option 2	Buy-Up	66 <sup>2</sup> / <sub>3</sub> % of monthly base pay (to a maximum of \$20,000 per month)

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# Talent Award Program (TAP)

Bank of the West is looking for talented people! TAP into your networks and send us the best people that you have ever worked with or highly valued people within your profession.

The Talent Award Program provides recognition and monetary reward to team members who refer great talent for employment with the Bank.

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# Supporting Others

Our commitment to our communities strengthens our neighborhoods and brightens the future of generations to come. Bank of the West helps you give back to your community by finding you one-time and ongoing community opportunities through *Bank of the West Volunteers!* and matching any donation (up to \$1,000) to all eligible 501(c)(3) charities.

# Group Legal Plan

The Hyatt Group Legal Plan can assist you and your dependents with questions and/or advice regarding personal legal matters.

## What Expenses Are Covered?

The plan covers many legal services, including the preparation of wills and living trusts, power of attorney, deeds, mortgages, purchases, sale or refinancing of your primary residence, and debt collection defense.

# Career Development/ Continuing Education

Bank of the West supports its team members' efforts to further their professional and personal growth. With prior approval, the Bank offers financial assistance for career development for certain programs, such as degree and certificate programs, college and university programs and professional seminars.

# Holidays

The Bank generally observes the following legal holidays:

- New Year's Day
- Martin Luther King, Jr. Birthday
- Presidents' Day
- Memorial Day
- Independence Day
- Columbus Day
- Labor Day
- Veterans Day
- Thanksgiving Day
- Christmas Day

# Paid Absence Days

All full-time team members accrue paid absence time from the date of hire at the rate of 3.33 hours per pay period. Part-time team members working 20-39 hours per week accrue hours on a prorated basis. You can accumulate up to 25 days or 200 hours to take time off for personal illness, family illness, or medical appointments for you or your family.

# Paid Time Off Accrual

Paid time off is accrued over each pay period on an annual basis. Vacation accrual time is determined as of the beginning of the calendar year in which your service anniversary date of continuous employment falls. Each team member is eligible for one personal day per year. In addition, all team members receive 10 observed holidays per year. See below for eligible annual paid time off (vacations + holidays + a personal day) by level and years of service.

YEARS OF SERVICE	NON OFFICER VACATION ACCRUAL	OFFICER VACATION ACCRUAL	VP & ABOVE VACATION ACCRUAL
0 - 4	21 days	26 days	31 days
5 - 14	26 days	26 days	31 days
15+	31 days	31 days	31 days

When you celebrate your 20, 25, 30 or 35-year service anniversary, you are eligible to accrue one additional week of vacation for that year.

Vacation starts accruing on your first day. New employees can take accrued time off — paid absence or vacation — after the first 90 day introductory period of hire.

# Parental Leave

The Bank offers ten weeks of paid parental leave for the birth, adoption, or foster care placement of a child. This leave allows benefits-eligible team members who have been at the Bank at least six months to enjoy time with their expanding family. Birth parents, adoptive parents, and foster parents are eligible for this benefit.

*The Bank offers ten weeks of paid parental leave.*



# Retirement Savings

The Bank offers pre-tax and post-tax retirement savings options.

## Bank of the West 401(k) Savings Plan

The Bank of the West 401(k) Savings Plan is designed to help you meet your long-term financial goals. Your investments and the Bank's matching contribution in the Savings Plan can help you fund your retirement.

## When Am I Eligible?

You're eligible for the 401(k) Savings Plan upon hire. An enrollment kit will be mailed to your home two to three weeks after your hire date.

## How Does It Work?

You can save up to 75% of your eligible compensation on a before-tax basis and shelter these savings from current income tax. You also have the option to make catch-up contributions if you're age 50 or older. Your contributions are always 100% vested in your 401(k) account.

The Bank also offers Roth and after-tax contribution options, so that you have greater flexibility when it comes to saving for retirement. With a Roth 401(k), you pay the taxes now so your contributions grow and can be taken out at retirement tax-free.

## Is There a Company Match?

The Bank's matching contribution is 100% of the first 6% of your eligible pay that you contribute to the 401(k) Plan and those contributions are immediately vested.

The 401(k) Savings Plan offers a variety of investment options, and taxes are deferred on any investment earnings until retirement.



# Additional Benefits

Most of these benefits are offered at no charge to all employees and their dependents.

## LiveHealth Online

Talk face-to-face with a board-certified doctor any time using your computer or mobile device – no appointment or long waits. And it's completely free for all Bank of the West team members and their families.

## Health Advocate

Health Advocate is a concierge service that helps you and your dependents navigate the complex healthcare world, regardless of medical plan enrollment.

## Employee Assistance Program (EAP)

Bank of the West's EAP provides resources to you and your family to help manage diverse issues such as marital distress, substance abuse, workplace conflict, and parental issues, as well as general work/life concerns, such as elder care, child care, and legal and financial concerns. Access the EAP conveniently and confidentially, 24 hours a day, 7 days a week.

## Best Doctors

Best Doctors is a free and confidential service that can help you and your dependents make more-informed decisions about your health care.

## Work Perks

Team members receive reduced fees for most services offered such as loan and investment fees, insurance services and other banking services.

## Identity Theft

ID Watchdog offers optional identity theft protection for a low monthly premium. When you enroll, ID Watchdog will monitor your credit and accounts for theft attempts and help restore your identity in the event of an incident.