



2023 Benefits

First Bank is proud to offer a comprehensive benefits package to our valued employees and their families. This package is designed to provide choice, flexibility, and value.

Benefit Plans Offered:

- **Choice of two medical plans** including a prescription drug benefit
 - Cigna Access PPO plan provides a higher level of coverage (i.e., more dollars) in exchange for a higher contribution each pay period from participants.
 - Cigna Access High Deductible Health Plan costs less per pay period, but requires higher co-payments and deductibles when services are received.
 - Health Savings account with company seed money of \$400 for employee coverage and \$800 for family coverage
- **Additional choice of an HMO** medical plan if employed in the state of California
 - Kaiser Permanente Traditional Plan
- **Vision benefit** is offered through the VSP Signature Choice Plan.
 - For a small contribution each pay period, participants receive significant discounts on an array of eye-care services.
- **Dental benefits** through Delta Dental
 - Two options to choose from to better suit your needs.
- **Life and Accidental Death & Dismemberment Insurance** 1x annual salary (company paid)
 - Additional Supplemental Life Insurance can be purchased by employees.
- **Short-Term Disability Insurance** (company paid)
 - Benefits begin on the 15th day absent for both accidents and sickness.
 - Weekly benefit is 60% of your weekly salary. Maximum benefit is \$1,500 per week.
 - Disability provided by the state for California employees.
- **Long-Term Disability Insurance** (company paid)
 - Benefits are 60% of monthly income up to a maximum of \$15,000 per month.
- **Accident Plan, Hospital Indemnity, Critical Illness and Identity Theft**
- **Flexible Spending Accounts** For tax savings on health and/or dependent-care expenses
 - Maximum of \$3,050 for health-related expenses
 - Maximum of \$5,000 for dependent care expenses, or \$2,500 for married filing separately
- **401(k)**

Traditional: For 2023, an employee may defer up to \$22,500 of gross compensation on a pre-tax basis. Company match is 100% of the first 4% deferred. Those employees 50 years of age and older are able to contribute an additional \$6,000.

Roth: An employee may defer up to \$22,500 of compensation on an after-tax basis. Company match is 100% of the first 4% deferred. Those employees 50 years of age and older are able to contribute an additional \$6,000. Payment distributions and earnings on employee deferrals will not be taxed upon retirement.
- **11 paid holidays, sick time, personal day and vacation*** (*Home Loan Advisors do not receive paid vacation days)
- **Employee Mortgage Program** Full time employees are eligible to receive a significant rate discount on primary mortgage. \$500 toward closing costs for conventional mortgage loans. \$1,000 toward closing costs for FHA mortgage loan.
- **Employee Benefits** Active & Fit, Benefit Bump, employee discount program, wellness, employee assistance program, banking benefits



Scan this code to learn more about a career with First Bank.

