

# We've Got Your Back.



## HEALTH

*CARRIER: BCBS NEBRASKA*

Select from three plans; two High Deductibles or a PPO, to get the coverage that best suits your needs.



## DENTAL

*CARRIER: AMERITAS*

Select from two plans, each offering comprehensive coverage.



## VISION

*CARRIER: AMERITAS*

Protect your vision and enjoy discounted coverage for corrective lenses as well.

## ADDITIONAL HEALTH BENEFITS



### HEALTH SAVINGS ACCOUNT

Tax-advantaged savings for medical expenses, offering flexibility and control over healthcare spending.



### FLEXIBLE SPENDING ACCOUNT

For medical and dependent care expenses, helping you save on taxes while making life's necessities more affordable.



### DISABILITY INSURANCE

Peace of mind coverage, offering financial support when life throws you off balance due to injury or illness.



### BASIC & VOLUNTARY LIFE

Basic life insurance is automatically enrolled if eligible, with the option to boost coverage as desired.



### WELLNESS PROGRAM

Engage in healthy activities to earn points redeemable for rewards such as discounts on health insurance premiums, cash incentives, and extra paid time off.



### SUPPLEMENTAL COVERAGE

Enhance your protection with supplemental coverages, including accident, critical illness, and hospitalization insurance options.

# Extra Benefits & Perks

Sure, we've got the essentials like health and dental to give you peace of mind, but we don't stop there. We make coming to work something to look forward to each day. Here's just a taste of what we offer:

## A La Carte Benefit Plan



Unlock flexibility with an additional benefit stipend, allowing you to customize your benefits package to suit your needs. Choose from options like HSA contributions, LSA funds, health insurance premium discounts, and more!

## 401(k) Retirement Plan



Prepare for the future by contributing to a 401(k) retirement plan and take advantage of our company match, ensuring your financial security down the road.

## Paid Time Off



Relish in well-deserved breaks with our paid time off package. Accrue vacation and sick time, enjoy extra floater days, 12 paid holidays, and paid parental leave to support life's big moments.

## Tuition Assistance Program



Invest in your future with our support for your educational journey, helping you achieve your academic goals and advance your career.

## Employee Assistance Program



Access support whenever you need it through our EAP, providing confidential counseling and resources to help navigate life's challenges with confidence and resilience.

## Community Involvement



We actively encourage our team members to engage with their communities. By matching qualifying donations to nonprofits and offering paid volunteer time, we empower you to make a meaningful impact beyond the workplace.

## First State Banking Benefits



Enjoy the perks of banking with us! Take advantage of free checks, a complimentary safe deposit box, and a fee-free checking account.

## First State Apparel



Stay comfortably professional in our company apparel, refreshed annually with a stipend to maintain your polished appearance and represent First State with confidence.

## Money-Saving Discounts



Enjoy discounts at local businesses like car washes, theaters, athletic footwear stores, and even the zoo, adding extra value to your everyday experiences.

## Company Events



From cornhole tournaments to customer appreciation events and First State Week celebrations, there's always something exciting happening for you to participate in and enjoy.