

# BUSEY TOTAL REWARDS

Total Rewards is what Busey offers our associates in honor of their time, talents, efforts and results.

We have always prioritized our associates' quality of life, both inside and outside of the office.

## WORK-LIFE

- Full-time & part-time employment
- Employee Assistance Program (EAP)
- Wellness credit for fitness club membership
- B Well initiatives/incentives
- Dependent care Flexible Spending Account (FSA)
- In-house financial planning services & education
- Legal advisory services
- Community volunteer opportunities
- Bank/wealth management service discounts
- Professional Image Program (PIP)
- Wellness coaches
- Fitness, mindfulness and nutrition streaming service

## PERFORMANCE AND RECOGNITION

- 1:1 meetings
- Performance reviews
- Performance planning/goal setting
- Service milestones
- Retirement recognition
- Associate Appreciation Month
- Customer service recognition
- Fulfilling Dreams
- Peer-to-peer service recognition

## DEVELOPMENT AND CAREER OPPORTUNITIES

- Tuition reimbursement/educational assistance
- On-the-job learning
- Attendance at outside seminars and conferences
- Access to virtual learning and webinars
- In-house training programs
- Self-development tools
- Career excursions and coaching services
- Internal job postings
- Job advancement/promotion
- Career discovery internship program

## COMPENSATION

- Competitive pay
- Holiday pay
- Sales & performance incentives
- Performance bonus awards

## BENEFITS

- Medical/prescription drug plan
- Dental plan
- Vision plan
- Critical illness insurance
- Flexible Spending Accounts (FSA)
- Health Savings Account (HSA)
- Life insurance
- Spouse/dependent life insurance
- AD&D insurance
- Short-term/long-term disability insurance
- Pet insurance
- Cost transparency & financial advocate tool
- Theft-ID protection
- Profit sharing plan
- 401(K) / Roth 401(k)
- 401(K) safe harbor match
- Unemployment insurance
- Worker's compensation insurance
- Social security insurance
- Medicare
- Vacation
- Sick time
- Paid parental leave
- Award time
- Bereavement leave
- Employee Stock Purchase Plan
- Insurance decision support tool
- Medicare consulting services
- Virtual physical therapy for joint/muscle pain