



THE
BUSEY
STORY.

Q2 | 2023

BuseyBANK®
Business | Wealth Management | Personal



THE BUSEY ADVANTAGE.

From outstanding product offerings to committed, service-driven associates, Busey provides an array of solutions, tailored to your specific needs.



The organization is a leading financial institution consistently rated 5-Star (“Superior”), the highest rating awarded, by the bank rating service BauerFinancial.



With nearly 60 conveniently located banking centers serving Illinois, Missouri, Florida and Indiana, 37,000+ surcharge-free MoneyPass® ATMs nationwide and a progressive financial management hub of online services, Busey makes it easy to securely manage your finances—whenever you want, wherever you are.

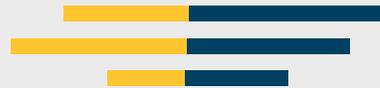


With an array of specialties and experience, Busey ensures you have a partner who truly understands the way your business operates. We are committed to developing expertise in the industries we serve—we know the challenges you face.



Why choose Busey for your business? It's simple—because serving businesses and entrepreneurs is what we do at Busey and have done for 155 years.

BUSEY BUSINESS



TAILORED

With Busey, you gain a top partner for your business' bottom line with the best product mix to ensure your loan fits your needs.

UNIQUE

With a wide variety of specialized programs, Busey can tailor lending packages to your unique situation. Regardless of size, a credit decision will be made quickly by a partner who knows you and your business.

STREAMLINED

Busey streamlines the loan process for small business owners and entrepreneurs through the SBA Preferred Lender Program (PLP)—the highest lending designation awarded by the Small Business Administration—and SBA Express designation. We live where we loan, because we want you to love where you live.

What's more, Busey understands cash flow is the lifeblood of your business and will provide the assistance and answers you need to keep your business successful and nimble. Whether you need help with receivables, payables, liquidity or information reporting, Busey will customize your cash management solution to the needs of your growing business.

BUSEY WEALTH MANAGEMENT

Whatever your dream, Busey Wealth Management is committed to making your money work hard for you—advising individuals, businesses and foundations for over a century.

QUALIFIED

Qualified and knowledgeable, Busey's advisors have a competitive edge.

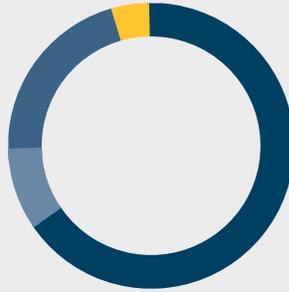
With more than 130 wealth professionals, we can help prepare you for wherever life takes you.

BUSEY WEALTH MANAGEMENT

EXPERIENCE

With your financial future in focus, the Investment Team is dedicated to navigating financial markets and determining optimal investments to meet your goals.

With 17 associates and over 200 years of combined experience, Busey's Investment Team actively monitors portfolios—managing assets for families, endowments, foundations and corporations.



When making financial decisions that affect you and your family, nothing is more important than a partner who understands your unique goals.



After years of hard work, you want to see your efforts pay off. Whether you want to retire, spend more time traveling or take your business to the next level, Busey is your partner.

BUSEY HOME MORTGAGE



With pre-qualifications, you can search for your home knowing all your options.

EXPERTISE

Busey's participation in a wide range of special loan programs and in-house mortgage expertise means your home loan is tailored to your individual needs.



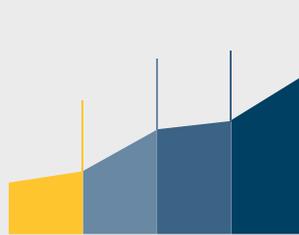
Busey Wealth Management offers expert advice and individualized solutions.



Busey traces its roots back to the very start of the agriculture industry in Illinois. Providing farm management and farmland brokerage services, the agriculture professionals are committed to maximizing value for landowners. Because of this knowledge and stability, put your trust in Busey.

EXPERIENCE

Busey Home Mortgage can also help make your dream of homeownership a reality. Whether you're a first-time homebuyer or are looking to purchase your next home, you can count on the experienced mortgage lending team. By being there every step of the way, Busey can ensure a simplified home financing experience.



THE BUSEY ADVANTAGE

155 years of strength and service. 5 business segments. 1 promise. And countless dreams fulfilled.



BUSEY'S STRENGTH IN NUMBERS.

With 155 years of experience serving the needs of our **4 Pillars**—*associates, customers, communities and shareholders*, Busey can provide the support and answers needed to achieve your dreams. We don't just claim to be financially strong. Our strength is in the numbers.

FIRST BUSEY CORPORATION



Voted among the **Best Banks to Work For** in the U.S. and **Best Places to Work** in Illinois annually since 2016.



Named among **America's Best Banks** by *Forbes* for the second consecutive year. Ranked 26th overall, First Busey was once again the top-ranked bank headquartered in Illinois.



Recognized since 2017 as a **BEST** Award winner by the *Association for Talent Development*.



Ranked #14 in Illinois and #31 in Missouri for market share by deposits in January of 2023.

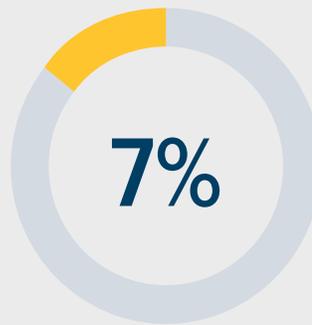


Deposit market share rankings by counties: #1 in Champaign, Macon and Madison, IL; #3 in St. Clair, IL; #4 in McLean, Peoria and Tazewell, IL; #14 in St. Louis, MO and #15 in Lee, FL.

5 SEGMENTS

Five business segments—business, wealth management, treasury management, personal and FirsTech

\$12.21 BILLION
financial holding company



OWNERSHIP

Strong inside ownership with 7% owned by directors, EVPs, associates, family and friends



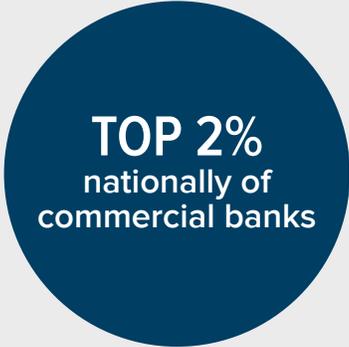
8 YEARS

More than 1,500 associates with an average tenure of eight years

\$1 MILLION

Busey and its associates give more than \$1 million and countless volunteer hours annually

BUSEY BANK



TOP 2%
nationally of
commercial banks



5-STAR
Consistently rated
5-Star ("Superior")
by *BauerFinancial*



NEARLY 60 LOCATIONS
Nearly 60 conveniently located banking centers and 37,000+ surcharge-free MoneyPass® ATMs serving more than 240,000 households in Illinois, Missouri, Florida and Indiana



Busey was recognized by the *St. Louis Business Journal* on its list of **St. Louis' Largest Commercial Lenders**. Ranked fifth out of 24 lenders.



SBA Preferred Lender Program (PLP) status by the Small Business Administration—presented exclusively to those who consistently demonstrate outstanding capability and commitment to small business lending.



SBA Express designation allows Busey to make timely in-house loan approval decisions.



Advising individuals, businesses and foundations for over a century.

STRENGTH & STABILITY

Busey has demonstrated reliable service as a top-performing bank—exhibiting strength, resiliency and continuous growth through industry and market shifts over the last 155 years.

RETAIL ACCOUNTS
Busey's retail deposit base has more than 224 thousand accounts with an average balance of \$24 thousand and an average tenure of 16.1 years

TOP QUARTILE
Busey is in the top quartile of banks as it relates to insured deposits percentages—over 97% of our deposits are core deposits

COMMERCIAL ACCOUNTS
Busey's commercial deposit base consists of more than 33 thousand accounts with an average balance of \$104 thousand and an average tenure of 12.1 years

STRENGTH IN NUMBERS

155 years of strength and service. 5 business segments. 1 promise. And countless dreams fulfilled.

BUSEY WEALTH MANAGEMENT



Through Busey's Wealth Management division, we're proud to provide asset management, investment and fiduciary services. Busey Wealth Management's assets under care are approximately \$11.48 billion.



The *St. Louis Business Journal* named Busey on two lists of **St. Louis' Largest Trust Companies**—eleventh out of the 20 largest national trust companies with St. Louis area operations and sixth out of the 12 largest St. Louis area trust companies.



Named **Best Places to Work in Money Management** through *Pensions & Investments* since 2018.

AN EXPERIENCED TEAM

Comprised of more than **130 professionals**, including **over 50 experienced advisors** and a **17-member Investment Team** with **over 200 years of combined investment experience**. Over **90** of these professionals hold advanced designations including: Certified Trust & Financial Advisors, **CERTIFIED FINANCIAL PLANNER®** practitioners, Chartered Financial Analyst® charterholders, CPAs, Qualified 401(k) Administrator, Qualified Plan Financial Consultant, **CHARTERED RETIREMENT PLANS SPECIALIST™**, **CHARTERED RETIREMENT PLANNING COUNSELOR™**



\$1 BILLION

With over **100 years** of combined farm management experience, Busey Ag Services manages more than **98,000 acres** with a total value of approximately **\$1 billion**

THOUSANDS OF ACRES

Busey's Farm Brokerage team of licensed brokers are real estate professionals that have consistently sold thousands of acres each year by auction and private treaty

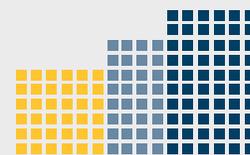
FIRSTECH, INC.

40 YEARS

Nearly **40 years** of payment processing for businesses



Operating in **46 states** with **5,800+** agents



35 million transactions processed annually for a total of **\$11 billion**

HISTORY.

Our **promise** began when we first opened our doors in 1868.

Our founders were leaders that understood the significance of economic prosperity and the importance of bettering the community. They offered more than a bank—they enabled a means to grow businesses, build homes and start families.

That was 155 years ago. Since then, we have built on a tradition of outstanding service through close relationships and broad financial capabilities. Today, Busey is a leading financial institution serving Illinois, Missouri, Florida and Indiana. We occupy a unique position. We are large enough to provide innovative products and services while making local decisions and knowing our customers by name. Looking back, we've come a long way, yet the core values—dedicated associates, strong customer partnerships and thriving communities—instilled years ago are still the cornerstones of Busey.

Today, First Busey Corporation is a **\$12.21** billion financial holding company, headquartered in Champaign, Illinois—providing a full range of financial services to nearly 260,000 retail and commercial accounts. Van A. Dukeman, Chairman, President and CEO, and the executive team lead more than 1,500 Busey associates and remain dedicated to ensuring the **Busey Promise** is fulfilled for each of our **4 Pillars**—*associates, customers, communities and shareholders*.

MILESTONES

1868



■ **Busey Brothers & Company Bank opens its doors on January 13, 1868** in Urbana, a young county seat with a population of approximately 2,000. The financiers took in \$9,555.60 that first day.

1914

■ The **BANK** of Edwardsville opened Madison County's first skyscraper with the five-story downtown office building.

1922



■ Trust powers are granted to the Shelby Loan & Trust Company in Shelbyville, Illinois.

Pulaski Building and Loan Association opens to assist the St. Louis community with saving money and purchasing homes.

South Side Bank, created through the partnership of more than 200 local investors, businessmen and stockyard managers, opened its doors on January 4, 1922.

1926



■ Farm Management Services is founded to meet the needs of the deep agricultural roots in Central Illinois.

1935

■ Busey State Bank joins the FDIC. After weathering the stock market crash and depression, the bank continues without a penny of deposits being lost.

1945



■ The bank receives its federal charter on September 1, 1945, becoming Busey First National Bank, the day before World War II ended.

1963

■ Celebrating a century of service in Champaign, **Trevett-Mattis becomes Bank of Illinois.**

1968



■ On the **100th anniversary** of Busey First National Bank, assets exceed \$34 million.

1971

■ Busey First National Bank changes ownership. For the first time, the bank is controlled by someone outside the Busey family.

1975



■ Busey inaugurates Champaign-Urbana's Sweetcorn Festival, an event that continues to this day.

1980

■ Busey First National Bank organizes **First Busey Corporation as a bank holding company.**

1984



■ **FirsTech, Inc.** opens to offer lockbox processing services to large, utility firms. Today, FirsTech processes millions of transactions in 46 states.

MILESTONES

1987

■ Busey First National Bank, Champaign County Bank & Trust and City Bank merge to form Busey Bank, a state chartered bank.

1991

■ Pulaski Building and Loan Association renamed to **Pulaski Bank**—reflecting its broad array of consumer financial services.

1993



■ **Busey Bank celebrates its 125th anniversary.** Thanks to customer loyalty, Busey remains an independent financial institution committed to bettering the communities we serve.

1999



■ Busey Investment Group forms and opens First Busey Trust & Investment Company to more fully serve the wealth management needs of customers.

First Busey Corporation's total assets, for the first time in its history, **exceed \$1 billion.**

2000

■ Main Street Trust, Inc. forms as a result of the merger of BankIllinois Financial Corporation and First Decatur Bancshares, Inc. Main Street operates 19 banking centers and is the parent company of BankIllinois, First National Bank of Decatur, First Trust Bank of Shelbyville and FirstTech, Inc., a telecommunications bill processing company.

Today, FirstTech continues to process millions of transactions in 46 states.

2009



■ Busey becomes one of the first in the banking industry to launch mobile banking—text messages, mobile web browsers and Busey's Mobile App—allowing customers the ability to manage their finances anytime, anywhere.

First Busey Corporation merges with its subsidiary, Busey Bank, N.A., headquartered in Fort Myers, Florida, becoming Busey Bank.

2011



■ Busey engages audiences through social media.

2012

■ Busey associates and their families give back to the community during the inaugural **Community Promise Week**—a tradition of service to local organizations that has since expanded to a month-long event.

2018

150

■ Busey is grateful for a storied history of 150 years—**fulfilling dreams since 1868.**

2019



■ TheBANK of Edwardsville joins Busey on January 31, 2019. Investors' Security Trust joins Busey Wealth Management August 31, 2019.

Busey is recognized among *Forbes'* **2019 Best-In-State Banks for Illinois**—one of five in Illinois and 173 from across the country, equivalent to 2.8% of all U.S. banks.

In October, Busey converts core banking system, providing a comprehensive, best-of-suite product set—allowing us to serve customers more efficiently and effectively for years to come.

2020

■ In late January, Busey launches a new online and mobile eBank—offering advantages and improvements to over 110,000 users and enhancing the overall digital banking experience.

1995

■ Trevett-Mattis, now known as BankIllinois, merges with Champaign National Bank, keeping the name BankIllinois.

1997



■ Busey ebank is launched as a fully transactional electronic bank.

1998

■ Busey Bank expands to Indianapolis, Indiana, creating a loan production office to serve the needs of the community.

Pulaski Financial Corp. and First Busey Corp. stocks trade on NASDAQ under the symbols PULB and BUSE.

Busey Farm Brokerage is established.

2001



■ Fort Myers, Florida becomes headquarters for Busey Bank Florida.

2004



■ BankIllinois and The First National Bank of Decatur merge, taking the name Main Street Bank & Trust.

First Community Financial Bank of Joliet is founded, Will County's only true community bank.

2005

■ Main Street Bank & Trust acquires Citizens First Financial Corporation.

2007

■ **First Busey and Main Street Trust merger is finalized on July 31, 2007**—Van A. Dukeman is named President and Chief Executive Officer. A new Busey brand is introduced representing the strength and stability of the combined organizations.

2014



■ Since 2013, Busey is among Forbes' list of **America's Most Trustworthy Companies**—a tribute to our model of openness and integrity.

2015

■ Herget Bank of Pekin joins the Busey family of financial services on March 13, 2015.

Busey is recognized by the Independent Community Bankers of America® among the **Top 50 Community Bank Leaders in Social Media**.

2016



■ **Busey welcomes Pulaski Bank** of greater St. Louis, Missouri on April 30, 2016.

2017

■ First Community Financial Bank of Chicagoland joins the Busey family of financial services on July 2, 2017.

Busey welcomes South Side Trust & Savings Bank of Peoria on October 1, 2017.

2021



■ Busey partnership with **Glenview State Bank** on June 2, 2021, expanding the company's footprint in Chicagoland.

2022



■ Busey is honored to be named among **America's Best Banks for 2022**—a first-ever recognition by *Forbes*—and recognized as a **2022 Leading Disability Employer** by the *National Organization on Disability (NOD)*.

Thanks to our amazing associates, Busey is again named among the **2022 Best Banks to Work For** by *American Banker*, **Best Places to Work in Illinois** and **Best Companies to Work For in Florida**—all by the *Best Companies Group*. These awards have been won since 2016 and 2017, respectively. Busey Wealth Management was again honored among the **Best Places to Work in Money Management** by *Pensions & Investments*, a recognition consistently achieved since 2018.

2023



■ *Forbes* named Busey among **America's Best Banks** for the second consecutive year, once again as the top-ranked bank headquartered in Illinois.

FIRST BUSEY.

Corporation | Subsidiaries & Divisions



- \$12.21 billion holding company headquartered in Champaign, IL



Business | Wealth Management | Personal

Member FDIC

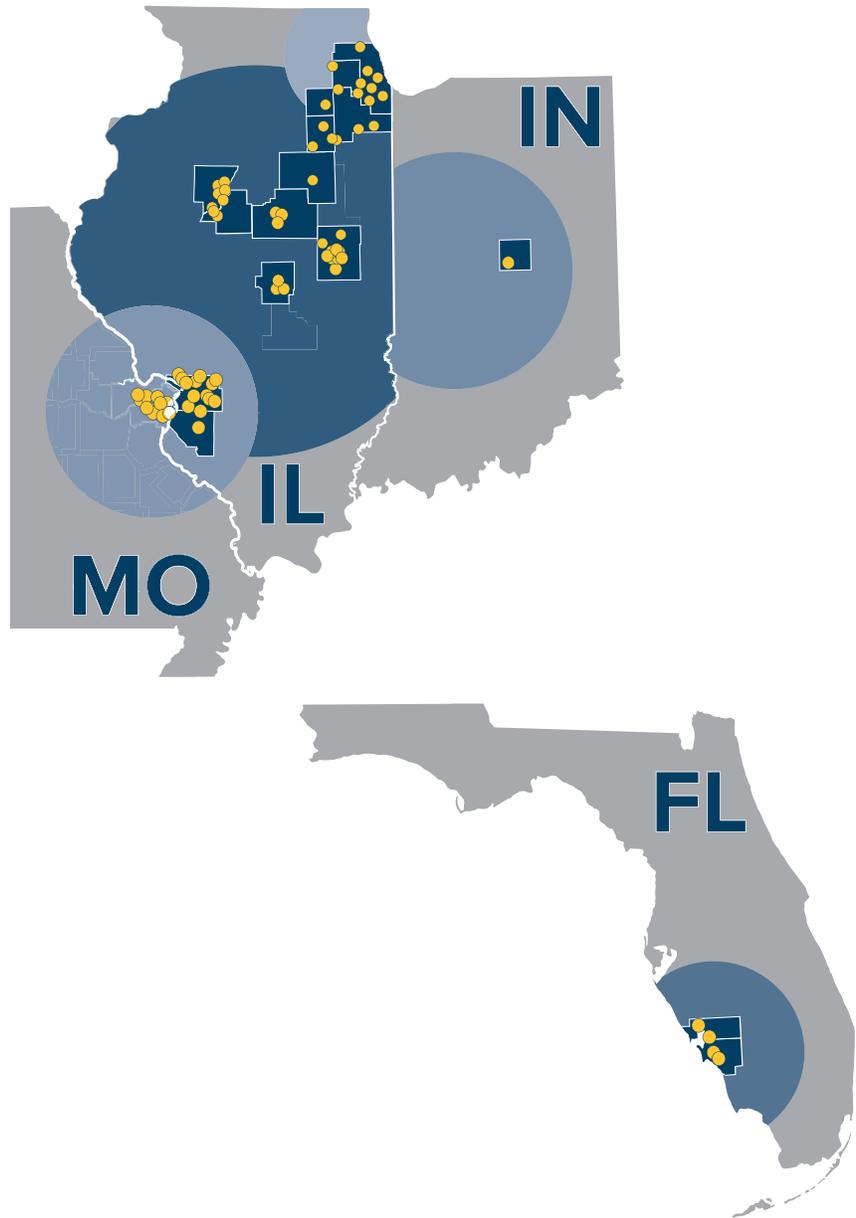
- 240,000+ households served
- Nearly 60 banking centers in Illinois, Missouri, Florida and Indiana



- Processes over 30 million transactions annually for a total of \$9.5 billion using online bill payment, lockbox processing and walk-in payments by 5,800+ agents in 46 states.

FOOTPRINT.

Illinois, Missouri, Florida and Indiana



- Central Region
- Northern Region
- Indy Region
- Gateway Region
- Florida Region

AMONG THE BEST.



AMERICA'S BEST BANKS

Busey is honored to be named among *America's Best Banks* for 2023 by Forbes for the second consecutive year. Ranked 26th overall, First Busey was once again the top-ranked bank headquartered in Illinois.



BEST BANKS TO WORK FOR

American Banker and *Best Companies Group* have named Busey among the *Best Banks to Work For* across the U.S. since 2016. Associates' candid feedback and shared experiences made this award possible. Busey is among only 85 banks selected across the country and among only 15 banks in its size category.



BEST PLACES TO WORK IN MONEY MANAGEMENT

Since 2018, Busey Wealth Management has been among the *Best Places to Work in Money Management* by *Pensions & Investments* and its research partner *Best Companies Group*. Through the honest and thoughtful survey feedback of associates, Busey Wealth Management is ranked among well-known financial firms across the country. Past award winners include T. Rowe Price, Oppenheimer Funds, and Charles Schwab Investment Management.



BEST PLACES TO WORK IN ILLINOIS

Busey has been named among the *Best Places to Work in Illinois* by the *Daily Herald Business Ledger* and *Best Companies Group* consecutively since 2016. The award identifies, recognizes and honors the best places of employment in the state—benefiting the state's economy, workforce and business. Feedback from employees make up 75% of the overall nomination process for this award. We're honored so many associates feel strongly that Busey is a great place to work.



BEST COMPANIES TO WORK FOR IN FLORIDA

Busey has been named among the **Best Companies to Work For in Florida** since 2017—an award presented by *Florida Trend* magazine and *Best Companies Group*. With a significant stake in receiving this statewide employer award based almost entirely on employee feedback, this prestigious acknowledgment is made possible by Busey's most valuable asset, associates.



2022 LEADING DISABILITY EMPLOYER

Busey has been recognized as a **2022 Leading Disability Employer** by the *National Organization on Disability (NOD)*. This highly selective award is given to only the top performing companies demonstrating positive outcomes in recruiting, hiring, retaining and advancing people with disabilities in the workforce.



2022 ST. LOUIS' LARGEST TRUST COMPANIES

Busey is honored to be recognized on two lists of **St. Louis' Largest Trust Companies** by the *St. Louis Business Journal*. The organization ranked eleventh out of the 20 largest national trust companies with St. Louis area operations and sixth out of the 12 largest St. Louis area trust companies, both based on local trust assets under management as of December 31, 2021.



2022 ST. LOUIS' LARGEST COMMERCIAL LENDERS

Additionally, the *St. Louis Business Journal* recognized Busey among its list of **St. Louis' Largest Commercial Lenders**. Busey ranked fifth of the 24 lenders listed, based on commercial loans outstanding as of Dec 31, 2021. Congratulations to the Gateway Wealth Management and Commercial Teams for the well-earned recognition!



2022 ST. LOUIS' LARGEST CORPORATE PHILANTHROPIST

Busey ranked 19th out of the 25 large companies (more than 1,000 employees) with St. Louis area operations, ranked by local cash and in-kind giving.

ASSOCIATES. CUSTOMERS. COMMUNITIES. SHAREHOLDERS.

*In addition to our vision, a clear understanding of our core values, commitments and unique operating terms is essential to executing the **Busey Promise**.*

The Busey Mission

Busey is a financial services organization that invests in associates, exceeds the service needs of customers, bridges the needs of communities and delivers long-term value to shareholders.

The 4 Busey Pillars

Associates, Customers, Communities and Shareholders

One Busey

*Busey operates multiple business units; however, we consistently serve our **Pillars** as one, making it easier for them to have relationships with us.*

Busey Core Values

Knowledgeable, Trustworthy, Friendly, Responsive, Community-Minded, Customer-Centric

Busey Core Commitments

*Focus on service, listen to our **Pillars**, leverage our expertise, treat others with respect, develop trusting relationships and simplify financial solutions.*



OUR VISION



SERVICE
EXCELLENCE
IN EVERYTHING
WE DO FOR
OUR PILLARS



TOTAL REWARDS AT BUSEY

Total Rewards is what Busey provides you in return for your time, talents, efforts and results. Your quality of life—now and in the years to come—is important to us.

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



In-House Financial Planning Services & Education



Legal Advisory Services



Community Volunteer Opportunities



Bank/Wealth Management Service Discounts



Professional Image Program (PIP)



Employee Stock Purchase Plan (ESPP)



Wellness Coaches



Fitness, Mindfulness and Nutrition Streaming Service

Performance & 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

Compensation



Annual Salary



Holiday Pay



Sales & Performance Incentives



Performance Bonus Awards

Development & Career Opportunities



Tuition Reimbursement
& Educational Assistance



On-the-Job Learning



Attendance at Outside
Seminars & Conferences



Access to Virtual
Learning & Webinars



In-House Training
Programs



Self-Development
Tools



Career Excursions &
Coaching Services



Internal Job
Postings



Job Advancement/
Promotion



Career Discovery
Internship Program

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



Award Time



Bereavement Leave



Paid Parental
Leave



Employee Stock
Purchase Plan



Insurance Decision
Support Tool



Medicare Consulting
Services



Virtual Physical Therapy
for Joint & Muscle Pain



ASSOCIATE DEVELOPMENT

Busey is committed to providing opportunities that equip associates with the knowledge, skills and behaviors necessary to support and embody the **Busey Promise** by delivering on our version of **service excellence in everything we do for our Pillars**.

Our corporate development programs focus on optimizing our greatest asset—our people—no matter where they are in their careers.

LEADERSHIP DEVELOPMENT TRACTS

ELEVATE



Introduced in 2022, Elevate is a mentoring program available to all associates to support a diverse workforce and address individualized needs for professional development. The program is structured to provide mentoring that fosters collaboration and inclusivity—connecting people with varied experiences to achieve their goals at Busey.

BUSEY'S LEADERSHIP DEVELOPMENT INSTITUTE



Busey's Leadership Development Institute (BLDI) immerses emerging leaders in a robust two-year curriculum comprised of hands-on commercial, credit and wealth management training, leadership development and thorough exposure to all facets of Busey and banking.

transform

Transform is Busey's high-level leadership program geared toward the consistent refinement of our most influential leaders—those responsible for *transforming* our organization.

Led through the expertise and experience of our skilled partner, *Eagle's Flight*, the **Transform** leadership program focuses on strategic leadership and developing the mindset and capacity for delivering world-class organizational results through semiannual training sessions and annual 360° Leadership Assessment.

evolve

This leadership development program provides those identified as Busey's emerging leaders with regular opportunities to advance skills and competencies, engage with peers and executives and learn more about the strategy of the company.

The **Evolve** training track includes representation from all lines of business and markets, focusing on topics such as connecting one's personal mission, vision and values to that of the organization, working with integrity and resilience, being a catalyst for positive change and inclusive leadership.



Busey's managerial on-boarding program helps managers of others amplify their leadership skills in pursuit of building high-performing and highly-engaged workplace teams.

With 70% of associate engagement built upon the relationship between manager and associate, the **Busey Leadership Institute** empowers managers through instructor led training programs, workplace reinforcement activities, eLearning and other educational opportunities to further develop best practices and Busey's culture.

CORPORATE LEARNING PROGRAMS

develop

Develop allows associates to enhance professional skills and increase job knowledge. This 24-month open enrollment program provides access to comprehensive training and development opportunities, with an exciting mix of instructor-led programs, engagement events, strength assessments, personal development plans, Capstone Projects and a graduation celebration with Busey executives.



Busey's **Service Academy** offers a five-part educational curriculum aimed at further enhancing the customer experience. All associates are eligible to enroll in this 10-month program each August. Each session focuses on a specific aspect of service impacting internal and external customers. **Service Academy** is presented in both live and online formats with unique presentation styles.

CAREER DEVELOPMENT

Career Excursions and Development offers career services, support, tools and resources to help associates navigate and achieve their career goals.

FINANCIAL PATHWAYS

The **Certified Financial Pathways Facilitator Program**, launched in 2022, is designed to identify, recognize and train Busey associates who are interested in facilitating financial literacy workshops or act as support partners during live and virtual training events.

DEVELOP WORKSHOPS



YEAR 1 DEVELOP PROGRAM

- Determining & Building Your Strengths
- Understanding Emotional Intelligence
- Working Across Generations
- Elements of Effective Teamwork



YEAR 2 DEVELOP PROGRAM

- Communicating & Presenting Effectively
- Developing Critical Leadership Skills
- Putting Our Strengths to Work: Exploring D&I
- Professional Networking Essentials

ASSOCIATE ONBOARDING



TAKING FLIGHT

Taking Flight is a multi-phase onboarding program that welcomes and immerses new Busey associates into our culture, values and is built around our vision of providing of **service excellence** in everything we do for our **Pillars**.

CONTINUOUS LEARNING PROGRAMS

thrive

New in 2022, **Thrive** is designed to support continuous learning no matter where the associates are on their career path. It is offered on an ongoing basis to expand knowledge, foster a continued growth mindset and support personal wellbeing.

ROBUST eLEARNING CONTENT

LinkedIn

LinkedIn Learning is Busey's newly-enhanced eLearning catalog. Content areas include teamwork, time management, communication, performance reviews, diversity and inclusion, leadership, sales fundamentals, desktop skills and so much more!



B WELL WITH BUSEY

At Busey, we invest in and empower our greatest asset—our associates. From health and wellness initiatives to learning and development opportunities and beyond, Busey enables associates to be their best.

WHAT DOES B WELL OFFER



B Well, Busey's personalized and comprehensive wellness program, is available exclusively to Busey associates.



Our award-winning wellness program is designed to encourage lasting, positive lifestyle changes, one habit at a time.



By taking advantage of these opportunities, **B Well** helps associates enhance their health and wellbeing while putting money back in their pockets.



New in 2022, **Wellness Wednesday** sessions provide associates with a productivity and mindfulness break, educating on wellness topics and addressing wellness-related concerns.

WELLNESS CHALLENGES

B Well offers countless company-wide challenges



Over 50 Busey associates serve as "Wellbeing" in a champion network to support wellness and inclusion



SCREENINGS

On-site Biometric Screenings and flu shot clinics

EDUCATIONAL OPPORTUNITIES

\$5.2 MILLION paid in incentives and HSA contributions since 2015

WHAT DOES B WELL OFFER

WELLNESS CENTER

Associates-only 24/7 fitness center and gym reimbursements, as well as on-site and on-demand fitness classes

ACCESS

to coaches and trainers



B Well offers a holistic approach by addressing the eight interconnected dimensions of wellness—emotional, environmental, financial, intellectual, occupational, physical, spiritual and social. This approach regards associates as whole beings, providing the incentives, tools, strategies, support and privacy to adapt and maintain a mindful and more fulfilling lifestyle.

94%

participation rate in our **B Well** program

RESOURCES

Free access to our Employee Assistance Program, ComPsych—a 24/7 online mental health resource and support system.



Through the recognized **B Well** program, Busey is honored to be named **Healthiest Workplace** by the *St. Louis Business Journal* named among the **Illinois Healthiest Employers** by *Crain's Content Studio* since 2017 and 2018, respectively.

INCENTIVES

Those who participate in **B Well** can earn up to \$1,100 a year through cash incentives or Health Savings Account (HSA) contributions. By earning points through challenges, participating associates improve their overall health and well-being, achieving incremental levels and earning incentives along the way.

*It is important to note that HSA incentives and associated levels are based on eligibility to open an HSA account. Associates not eligible for an HSA are incentivized in another manner. Please contact Busey's HR Benefits Team with questions about qualifications.

BE YOUR BEST WITH B WELL



First Busey Corporation
100 W. University Ave., Champaign, IL 61820
1.800.67Busey | busey.com | Member FDIC

Investment products and services through Busey Wealth Management are:

Not FDIC INSURED | May lose value | No bank guarantee



Busey's Financial Suite of Services:

BuseyBANK[®]
Business | Wealth Management | Personal

 **firstech**