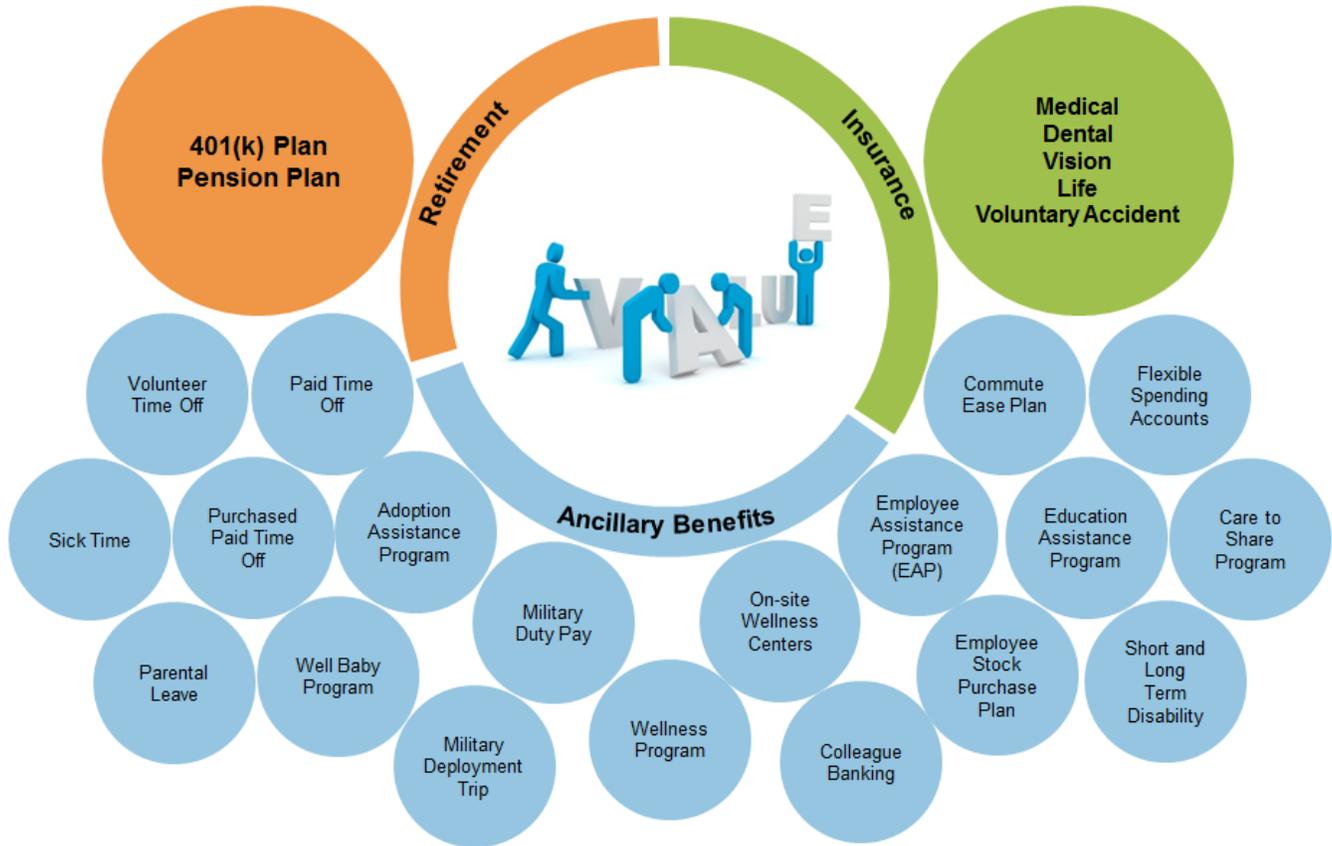


ASSOCIATED BANK TOTAL REWARDS



In addition to an attractive pay-for-performance compensation strategy, Associated Bank uses the following retirement, insurance and ancillary benefits to attract, engage and retain top talent. Altogether, these benefits add significant value to your employment relationship.



Retirement

Associated Bank's Retirement Program is a significant part of your total rewards package that will help you build long-term financial security. The program includes a 401(k) and Pension plan.

Insurance

We offer quality medical, dental, vision, life and voluntary accident plan options for colleagues and their families, allowing change to plan selection and coverage each year during benefit enrollment.

Ancillary Benefits

Colleagues have the ability to choose from a substantial number of additional benefits on an employer-paid or voluntary basis.



Adoption Assistance	Up to \$2,500 reimbursement for eligible adoption-related expenses per adopted child and eight weeks of paid time off to use during a Family and Medical Leave for an adoption.
Care to Share Program	A leave bank for the catastrophic illness of a colleague, their child or spouse in the event a qualified colleague has exhausted all available leave.
Colleague Banking	Free and reduced-fee financial products and a dedicated Colleague Banking Concierge team to assist 24/7 with your personal banking needs. These benefits extended into retirement.
CommuteEase	A transit and parking benefit program which allows you to use pre-tax dollars (subject to monthly IRS limits) to pay fares for trains, subways, buses and parking expenses.
Education Assistance	Financial assistance for colleagues pursuing external educational opportunities.
Employee Assistance Program	Available to everyone in your household, our free employee resource program can help you manage personal issues at work or at home.
Employee Stock Purchase Plan	Purchase Associated Banc-Corp stock via payroll deductions with no fees or service charges and get a 10% company match.
Flexible Spending Accounts	Accounts established to pay for non-covered health care and dependent care with pre-tax dollars.
Long-term Disability	Begins after short-term disability, with pay at 66%.
Maternity and Paternity Leave	Up to eight weeks of paid maternity leave and one week of paternity leave for the birth of a child.
Military Deployment Trip	Up to \$2,500 in eligible expense reimbursement for colleagues traveling to a site from which an immediate family member will be deployed for military duty.
Military Duty Pay	Leave time; retention of medical, dental and vision benefits for up to 24 months; and regular pay for up to six months per deployment. Regular pay for any required annual training.
On-site Wellness Centers	On-site wellness centers at hub locations provide care and assistance for health concerns.
Paid Time Off (PTO)	Paid time off to take vacation, complete personal business, observe religious holidays, etc. based on grade level and years of service.
Purchased PTO	Colleagues have the ability to purchase up to five additional days off each year.
Short-term Disability	Up to three months' pay at 80%.
Sick Time	Up to 10 days per year for full-time colleagues.
Volunteer Time Off (PTO)	Paid time off to volunteer in your community.
Well Baby Program	Upon completion of regularly scheduled prenatal appointments and exams, eligible colleagues receive a \$50 prepaid debit card.
Wellness Program	Provides incentives for healthy behaviors and activities including a free annual health assessment, weight management, stress management, and smoking cessation programs.