

SOME EMPLOYERS ONLY SEE YOU AS A RESOURCE.

ASSOCIATED BANK KNOWS YOU'RE MORE HUMAN THAN THAT.



Being an Associated Bank colleague comes with rewards beyond the usual 9-to-5.

We focus on the whole person by offering wide-ranging healthcare programs, community volunteering opportunities, retirement plans, support for parents and families and more. When you join the Associated Bank team, you'll be empowered to pursue your interests, develop new skills and make a difference every day.

CORE BENEFITS



Health Insurance

Medical plans with 100% coverage for in-network preventive care, quality dental and vision coverage, health savings accounts and three types of flexible spending accounts.



Life Insurance & Disability

Employer-paid basic life and AD&D at 2X your annual salary, as well as optional supplemental coverage.



Paid Time Off

In addition to typical paid time off, you'll receive eight and a half paid holidays and can purchase up to an extra 40 hours of paid time off.



Retirement Programs

Two retirement program offerings. Immediate eligibility and 100% vesting in our 401(k) plan, plus a discretionary match on contributions. Pension plan fully funded by Associated Bank.



See reverse for more great benefits!



BONUS BENEFITS



Wellness Program

Incentives and discounts for healthy behaviors/activities; free health assessment; reimbursements for gym visits, fitness equipment, weight management and health programs.



Parental Leave

Leave at 100% pay for birth parents, non-birth parents, surrogacy or adoption; up to \$2,500 for eligible adoption or fertility treatment expenses.



Paid Volunteer Time Off

Eight hours each year to volunteer during normal work hours.



Military Benefits

Up to six months regular pay per deployment; regular pay for required annual training; health benefits for up to 24 months. Up to \$2,500 reimbursement for traveling to a site from which an immediate family member will be deployed.

Here are just a few of the additional benefits available to you as an Associated Bank colleague:

- Employee stock purchase plan
- Education assistance
- Personal banking, loan, investment and insurance-planning benefits
- Voluntary accident and critical illness insurance
- Group legal insurance
- Company-paid sick time and short- and long-term disability

Learn more at [AssociatedBank.com/Careers](https://www.associatedbank.com/careers) or email us at Careers@AssociatedBank.com.



OUR COMMITMENT TO COLLEAGUES

Strong Connections. **Clear** Direction. **Real** Opportunities.

