

BENEFIT HIGHLIGHTS

Being an Associated Bank colleague comes with rewards beyond the usual 9-to-5. Beginning day one of employment, 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

Access to medical, dental and vision coverage as well as a health savings account and three different types of flexible spending accounts.

Life insurance and 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 11.5 paid holidays and can purchase up to an extra 40 hours of paid time off.

Retirement programs

Two retirement plans: immediate eligibility and 100% vesting in our 401(k) plan, plus a discretionary match on contributions; a pension plan fully funded by Associated Bank.

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, critical illness and hospital indemnity insurance
- Group legal insurance
- Company-paid sick time and short- and long-term disability
- Long-term care insurance
- Company-paid medical second opinion
- Backup child and elder care program
- Coverage for domestic partners and domestic partner children
- Pet insurance
- Student loan benefits
- Budgeting and financial wellness program

Learn more at AssociatedBank.com/Careers or email us at Careers@AssociatedBank.com.



OUR COMMITMENT TO COLLEAGUES

Strong Connections. Clear Direction. Real Opportunities.