

# Growth and development benefits

Union Bank & Trust strives to provide associates with an exciting and fulfilling career. Whether you are an experienced professional or just beginning your career, UBT's growth and development programs are designed to help you thrive.

### **Training**

On-site classes and discussion groups are available to associates at no cost. These educational programs will improve your skills and abilities.

### **Mentorship program**

Learn from an experienced professional or leader within the organization. This program provides a unique opportunity to learn and grow.

### **Tuition assistance**

All regular full-time and part-time associates are eligible for tuition reimbursement after completing six months of employment. Reimbursement is prorated based on the grade earned, up to \$20,000!

### **Internal applicant program**

A broad array of positions exist within the organization. Current associates often have the ability to transfer to a different department or move into a new role that best fits their skills, abilities, and ambitions.

### **Banking (AIB) classes**

Associates are eligible to take AIB courses at no cost.

### **Employee referral program**

As an associate, you will receive a referral bonus of \$400 for referring applicants who are hired and complete three months of employment.

### **Leadership development programs**

UBT strives to give its associates exciting and fulfilling professional development opportunities through the Leadership Development and Advanced Leadership Development programs, where leaders hone in on their unique talents, gain exposure to senior leaders, and learn new skills.

Newly promoted managers and those new to UBT fine-tune their managerial expertise through Manager Bootcamp.

UBT also sponsors a Young Professional Group where you can network and gain knowledge of the organization while meeting other associates.