

## Human Resources

# Health and wellness benefits

Union Bank & Trust is dedicated to the health and well-being of our people. An array of unique benefits are available to further your pursuit of optimal health. Our organization's culture encourages healthy behavior, empowers healthy decision making, and inspires achievement of goals and dreams.

### Health insurance

Two medical plan options are available for you and your family. Both plans can be combined with a health savings account (HSA). The plans have differing premiums and deductibles, allowing you to choose the one that best meets your needs. Competitive dental and vision insurance plans are also available.

### Health savings account (HSA)

A health savings account is a way to pay for eligible health expenses with tax-free dollars and save for future needs. UBT medical plan participants can earn an HSA starter incentive. Personal contributions to an HSA can also be made by payroll deductions or personal deposits.

### Doctor on Demand

You and your family will receive access to Board Certified doctors through a video visit. Obtain a diagnosis or get a prescription ordered from the comfort of your home or office.

### Well-being programs

Various fitness and nutrition programs are held throughout the year to encourage healthy lifestyle choices. These fun, interactive programs offer great incentives to keep you motivated. Earn two additional paid days off per year just by participating.

### Flexible spending and dependent care accounts

Use tax-free dollars to cover various medical, dental, and vision costs, as well as child or adult dependent care expenses.

### Hospital, accident, and cancer insurance

Additional voluntary programs are available to supplement your coverage based on your needs and stage in life.

### UBTwell

This award-winning program is here to help associates live their best lives and comprises fitness classes, wellness seminars, and wellness challenges. Programming changes on a regular basis.

### Health screenings

Early detection of a health condition may save your life. These health screenings include blood analysis, cholesterol, blood pressure, and skin cancer screenings. Flu vaccinations are also offered annually.

### Educational opportunities

Local experts are frequently invited to UBT to present on a variety of topics, such as healthy eating, alternative medicine, fitness, parenting, and more. A wellness resource library with books, journals, and videos is also available for associates.

### Health clubs

Choose a fitness center, gym, or weight loss program that is convenient for you, and Union Bank will help pay the membership fees.

### Sports teams

Join a Union Bank-sponsored athletic team. Increase your physical activity and have fun with co-workers outside of the workplace.

### Tobacco cessation

Union Bank's tobacco-free campuses provide a healthy and safe working environment for associates. Reimbursement support is available for tobacco cessation products and programs to help you kick the habit.

### Disability salary continuation

All or a portion of your salary is continued when you need to be off work to recover from an extended illness or injury. The programs are provided at no cost to you.

### Wellness reimbursement account

Associates who are scheduled for 20+ hrs/week can use up to \$250 each year toward wellness expenses such as gym memberships, financial seminars, weight loss programs, and so much more.

