

Citizens Bank Minnesota Employee Benefits

Health Care

- Medical Insurance – 2 High Deductible Health Plan (HDHP) options available.
- Dental Insurance
- Vision Insurance
- Health Savings Account – Bank contribution provided depending on plan selected.
- General Medical Reimbursement – Bank contribution provided if medical plan waived.
- Limited Purpose Account – For use with HDHP plans.

Income Protection & Security

- Base Life Insurance - \$50,000 provided at no cost.
- Optional Life & Dependent Life Insurance
- Short- & Long-Term Disability
- Hospital Plan, Accident Plan & Critical Illness

Work & Life Balance

- Dependent Care Flexible Spending Account (FSA)
- Generous Paid Time Off (PTO) program
- 6 Paid Holidays
- Family Medical Leave available

Investment & Retirement Planning

- 401k with Employee Stock Option
- Match up to 5%
- Profit Sharing Plan – 5% provided historically subject to board approval

Additional Benefits

- Bank Products & Services – Loan Products, Deposit Products, Safety Deposit Box, Online Banking, Mobile Services & Debit Cards
- Insurance Products
- Citizens for Citizens – Community Involvement Committee
- Fun Department – Keeps the workplace FUN
- Wellness Committee

Career Development

- New Hire Orientation Day
- Culture Training Days
- On the job training to enhance job knowledge & skills.
- Internal & external training to enhance personal & technical skills.
- Leadership & management development programs.
- Work with supervisor to establish personal development plan.