

Central Bancompany's Benefits Summary

An Equal Employment Opportunity Employer. We support a drug free workplace.

Comprehensive Medical, Prescription, Dental, Vision, & Health Savings Account (HSA) Coverage Options

Full-time employees are eligible to participate in the health plans effective the first of the month following the date of hire.

Paid Time Off (PTO)

Central Bancompany provides Paid Time Off based on the following service schedule.

Full-Time Employees:

Service Period	Paid Time Off Accrual
Fewer than 3 years	18 days (144 hours) per year
3 - 5 years	20 days (160 hours) per year
5 - 10 years	22 days (176 hours) per year
10 - 20 years	25 days (200 hours) per year
20+ years	27 days (216 hours) per year

**Election as a Vice President or above is recognized with 25 days (200 hours) per year.

Part-Time Employees: Accrue Paid Time Off on a pro-rated basis, based on hours worked each pay period, not to exceed 12 days (96 hours) per year.

Paid Time Off Carryover: Paid Time Off carryover is a maximum of 10 days (80 hours) per year.

Central Bancompany observes the Federal Reserve holiday schedule.

- New Year's Day
- Martin Luther King Jr. Day
- Presidents' Day
- Memorial Day
- Juneteenth National Independence Day
- Independence Day
- Labor Day
- Columbus Day
- Veterans Day
- Thanksgiving Day
- Christmas Day

401(k) Savings Plan

Full-time & part-time employees, age 18 or over, can make contributions to the Central Bancompany Tax Reduction Thrift 401(k) Plan starting on the first of the month following date of hire, or coinciding with your date of hire if hired on the 1st of the month. Central Bancompany employees can make pre-tax, Roth, and After-tax contributions through payroll.

Central Bancompany will match 50% up to the first 6% of the employee pre-tax or Roth contributions. To be eligible to receive this match, employee must participate in the plan. Central Bancompany will automatically contribute 4% of qualified compensation to the eligible employee 401(k) account each payroll. This 4% Nonelective Contribution (NEC) does not require participation in the plan.

Central Bancompany offers auto-enrollment and auto-escalation features on the plan. Employees are auto-enrolled into a 4% pre-tax contribution once eligibility requirements have been met and the 30-day notice period has expired. If auto-enrolled into the plan, employees will also be included in the auto-escalation feature, which will increase the pre-tax contribution by 1% annually, in March.

All employee contributions are automatically 100% vested. The employer match contributions and NEC contributions are vested on a pro-rated basis, based on full years of employment as follows:

Years of Employment	Vested Percentage
Less than 1 Year	0%
1 year	20%
2 years	40%
3 years	60%
4 years	80%
5 years	100%

IRS limits on annual deferrals apply and contributions to this plan, when combined with other plans in which the employee may participate, may not exceed 100 percent of those IRS limits.

Additional Benefits

For more details about Employee Life Insurance, Supplemental Insurance, Flexible Spending Accounts, Employee Assistance Program, Tuition Reimbursement, or other benefits, please contact the Human Resources Department.



Central Bank

JEFFERSON BANK