

## Medical\*

### Plan #1 - Traditional PPO Plan

Employer pays 77%, Employee pays 23%

Single: \$84.64; Employee/Spouse: \$173.51; Employee/Child(ren): \$160.81; Family: \$258.15  
(Per pay period)

- Health Reimbursement Arrangement, funded by Employer:  
Single: \$1,000; Family: \$3,000

### Plan #2 - High Deductible Health Plan

Employer pays 85%, Employee pays 15%

Single: \$47.04; Employee/Spouse: \$96.43; Employee/Child(ren): \$89.37; Family: \$143.47  
(Per pay period)

- Health Savings Account employee pre-tax deduction eligible
- Employer contribution:  
Single: \$500; Employee/Spouse or Employee/Child(ren): \$900; Family: \$1,300

## Dental\*

Employer pays 75%, Employee pays 25%

Single: \$5.72; Employee/Spouse: \$10.26; Employee/Child(ren): \$12.67; Family: \$18.95  
(Per pay period)

## Vision\*

Employer pays 50%, Employee pays 50%

Single: \$1.70; Employee/Spouse: \$2.99; Employee/Child(ren): \$3.24; Family: \$4.95  
(Per pay period)

## Flexible Spending Account\*

Pre-tax deductions for Health and Dependent Care Expenses

## Group Term Life Insurance\*

Employer pays 100%

1.5x annual base salary.

Employee has option to purchase additional voluntary group term life.

## Short and Long Term Disability Insurance\*

Employer pays 100%

66 2/3% pre-disability earnings.

## 401(k) Retirement Plan\*

In place of a per pay period company match, ICB offers a discretionary contribution that is approved by the Board of Directors annually; and a 4% Safe Harbor bi-weekly contribution.

## PTO and Holiday Time\*

PTO is prorated the first year. Hourly employees start with 15 days and salary employees start with 22 days. Incremental increases occur regularly. There are a total of 11 holidays.

*All premiums are offered as a pre-tax deduction benefit through Bi-Weekly Payroll.*

*\*Eligibility begins on the 1st of the month after hire.*

## ADDITIONAL BENEFITS

- Adoption Assistance
- Employee Assistance Program
- Employee Stock Purchase Plan
- Health Risk Assessments
- Fitness Reimbursement
- Paid Parental Caregiver Safe Leave
- Service Award Program
- Student Debt Reimbursement
- Technology Reimbursement
- Training & Development
- Tuition Reimbursement
- Various Bank Events
- Wellness Activity Reimbursement
- Wellness Events



*All qualified applicants will receive consideration without regard to race, color, religion, sex, sexual orientation, national origin, gender identity, disability, or veteran status.*

