

EMPLOYEE BENEFITS SUMMARY

2026



HEALTH

Health Insurance:

- Choose from four plan options
- Prescription Drug coverage included in all four plans
- **Full-time employees:** First Bank pays 100% of employee-only premium for two plans and a portion of dependent premiums for all four plans.
- **Part-time employees:** First Bank pays a portion of premiums.

Dental Insurance:

- Three plan options available to select from
- **Full-time employees:** 100% of employee-only coverage for the basic plan
- **Part-time employees** receive partial premium support

Vision Insurance:

- Voluntary vision plan for an increased level of benefit coverage
- Separate from health plan vision discount
- 100% employee-paid

Health Savings Account (HSA)

- Available with High Deductible Health Plans (HDHP)
- Tax-advantaged healthcare savings
- Bank contributes:
 - \$300 per quarter
 - Additional contributions for certain HDHP employee-only plans



FINANCIAL WELLBEING

401(k) Plan

- Eligible at 1,000 hours/year & age 19+
- Bank match:
 - 100% up to 1%
 - 50% on next 5%
 - Total potential match: 3.5%
- Automatic enrollment at 3%, increases 1% annually (up to 6%)
- Automatic non-matching contribution:
 - 3% initially
 - Increases with tenure (up to 7%)
- Full match vesting after 2 years
- Employee deferrals vest immediately



Contact Human Resources for any inquiries:
hr@fbvirginia.com



TIME OFF

Paid Time Off (PTO): Full-Time

- Years 1-4: 20 days
- Years 5-9: 25 days
- 10+ years: 30 days
- First year prorated
- Minimum 5 consecutive days required annually

Paid Time Off (PTO): Part-Time

- Years 1-5: 5 days
- Years 6-25: 10 days
- 26+ years: 15 days

Sick Leave Bank

- Unused PTO rolls into sick leave bank

Holidays

- Up to 11 holidays
- Generally mirrors Federal Reserve schedule



PROTECTION & DISABILITY

Life Insurance & AD&D:

- First Bank provides 2x annual base salary (rounded to next \$1,000)
- Option to purchase up to 6x salary
- AD&D benefit equal to life insurance coverage
- Spouse coverage: \$10,000
- Dependent child coverage: \$5,000
- Available to all 30+ hour employees

Short-Term Disability

- 60% salary replacement
- Disability must be certified by a physician
- Eligible after 6 months of service
- Effective when an employee has used up all available PTO except 10 days and sick days
- Covers illness/injury lasting 4+ days (up to 179 days)
- Bank pays 100% of premium

Long-Term Disability

- 60% of monthly income
- Begins after 180 days of disability
- Bank pays 100% of premium for full time employees



EDUCATION & WELLNESS

Tuition Assistance Program

- 80% reimbursement (up to \$3,000/year)
- Must earn grade "C" or better
- Covers tuition, fees, and required books
- Full time employees are eligible
- The education is relevant to their position at the Bank and/or it is a degree program

Health Club Reimbursement

- \$100 annually reimbursed toward gym membership, health club or wellness expense
- Available to all employees



**Contact Human Resources
for any inquiries:**
hr@fbvirginia.com