



TOTAL REWARDS AT CITIZENS

Citizens offers a valuable total rewards package and a commitment to wellness that help support colleagues in all aspects of their lives. In addition to competitive pay, you receive comprehensive health care and retirement benefits, work/life programs, and wellness tools/resources. Below is an overview; you can learn more at CitizensHR.com.

Physical Well-being

- Medical: Two options, both include prescription drug coverage
- Dental and vision
- Company-paid basic life insurance
- Supplemental life insurance for self/family
- Critical illness, accident and hospital care
- Company-paid short-term disability
- Long-term disability
- Health Care & Dependent Care Reimbursement Accounts
- Wellness pricing on medical premiums
- myWELLNESS HUB tool & app: Rewards for completing wellness activities, health information, benefits access
- Gympass: Discounts on gyms and classes nationwide

Financial Well-being

- 401(k) Plan: Choose pre-tax and/or Roth after-tax contributions; variety of investment options. After one year of service:
 - ✓ Company match: 100% on first 4% colleague contributions
 - ✓ 2% annual employer contribution
- Employee Stock Purchase Program: 10% discount on company stock
- Health Savings Account (if enrolled in Health Savings Plan medical option)
- myBANK: Discounts on Citizens banking products
- myDISCOUNTS: Save on hundreds of retail products
- Auto & home insurance
- Pet insurance
- Access to financial planners
- PrivacyArmor ID theft protection
- Hyatt Legal Services

Work-Life & Emotional Well-being

- Company-paid Employee Assistance Program: 24/7 resources and counseling for both colleagues and family members
- Maternity Leave: 10 weeks at 100% pay for birth mothers
- Parental Leave: 2 weeks at 100% pay for new birth, adoptive and foster parents
- Adoption Assistance and 2 weeks paid adoption leave
- Educational Assistance Program
- Bereavement Leave
- Telehealth Behavioral: Phone access to mental health professionals

Social Well-being

- Generous paid time off
- 10 paid holidays
- Diversity & Inclusion commitment that includes six Business Resource Groups:
 - ✓ Citizens AWAKE (Disabilities)
 - ✓ Elev8 (Rising Professionals)
 - ✓ PRISM (Multicultural)
 - ✓ PRIDE (LGBT)
 - ✓ Veterans
 - ✓ WIN - Women's Impact Network
- Citizens Helping Citizens: Volunteer opportunities
- Matching gift program