

Full Range of Benefits

Depending on employment status, associates may be eligible for the following benefits.

Compensation

- Associate referral payouts for recruiting
- Financial integration referral incentives through TCB Solutions
- Business development incentives
- Performance and goal achievement based incentives
- Part-time associate paid time off and 401(k) retirement

Time Off

- Paid personal time (15 days first year) with carryover and generous allotment
- Paid sick time (5 days per calendar year) with carryover
- Paid bereavement
- Paid holidays; 8+ per year

Your Well-Being

- Medical, dental, and vision insurance, with option for flexible spending account
- Wellness initiatives and reimbursements
- Long-term disability plans paid for by company
- Company provided group term life insurance at two times annual gross earnings for associates
- Company provided accidental death and dismemberment insurance, including accelerated death and seatbelt benefits

Retirement

- 401(k) plan – eligible to participate after 3 months of employment
- 401(k) plan employer match – dollar for dollar up to 6% after one year of employment

Events

- Annual companywide holiday gathering
- Corporate-wide leadership development meeting, held twice a year
- Volunteer and community engagement opportunities

Recognition

- New associate orientation program with the President and executive officers
- President's Award presented to associates at annual companywide event
- Anniversary, birthday, and E-Praise recognitions
- New associate discounts toward company logo shirt of choice
- Quarterly newsletter recognizing teams and individuals

Development

- Internal training programs incorporating corporate culture
- Online job-specific training
- State banking association training sessions

Additional Benefits

- Banking with Countybank associate benefits: checking account, service, product, and loan discounts
- Personal computer interest free loan program
- Verizon Wireless discount