



Community Bank *of the Chesapeake*

EMPLOYEE BENEFITS PACKAGE

In addition to competitive compensation, Community Bank of the Chesapeake offers a generous benefits package to full-time employees.

Insurance Benefits

Community Bank provides several types of insurance benefits to full-time employees and their families beginning the first of the month following the new employee's first 30 days of employment. The Bank pays a portion of the premium and subsidizes part of the annual deductible for medical insurance. Full-time employees and their families are also provided with an option for dental insurance and the Bank pays a portion of the employee's premiums for this coverage as well. Community Bank provides short-term and long-term disability insurance to all full-time employees. 75% of the premiums for these products are paid by the Bank. In addition, Community Bank offers life insurance to all full-time employees. Basic life insurance and Accidental Death & Dismemberment (AD&D) equal to 2 times annual base salary is provided for full-time employees and the Bank pays 75% of these premiums. Additional voluntary life insurance coverage for the employee and/or dependents is also available. A number of AFLAC insurance products are available for purchase by employees.

FLEXIBLE SPENDING ACCOUNTS

Employees can choose to set aside pretax money each year to pay for medical/health care expenses not covered by their medical insurance. Community Bank also offers a dependent care flexible spending account to be used for dependent care expenses.

PAID AND UNPAID LEAVE

Community Bank recognizes the importance of balancing home and work life. We offer time off from work benefits for full-time employees including paid holidays, vacation and sick leave. In addition, we offer paid and unpaid leave for various special circumstances including bereavement leave, Family and Medical leave, jury or witness duty leave, time off to vote, personal leave of absence and military leave.

RETIREMENT BENEFITS

We offer two retirement plans to help our employees plan for the future.

- 401(k) retirement plan – you are eligible to participate after six months of service. Employees may elect pretax contributions up to 50% of your pay. Employees who work 1,000 hours in a plan year are eligible for a company match. The current matching percentage is 50% of the first 8% that you contribute to the plan. You will be 100% vested in the Bank's match after three years.
- Employee Stock Ownership Plan – you are eligible to participate after one year of service. Bank stock is allocated to participants each year and after three years of service employees become 100% vested.

EMPLOYEE BENEFITS PACKAGE (CONTINUED)

BANKING BENEFITS

Community Bank offers employees various banking benefits that include free checking and direct deposit of payroll, free BillPay with internet banking, discounts on traveler's check fees, discounted interest rates on select loan products and commission rate discounts on select investment products.

CAREER DEVELOPMENT

Community Bank believes in supporting its employees to help them achieve personal goals. We offer benefits and programs that enable employees to enhance their knowledge and increase skills so career goals can be attained.

- Career Pathways Program – What are your career goals? Do you want to work in sales, lending, administration, operations or management? We help employees prepare for their goals by developing a career pathway that includes training and development in the areas necessary for advancement within these areas. Classes may be offered in-house or externally, either in a classroom setting or via the Internet.
- Tuition Program – Full-time employees are eligible to participate in the tuition program after one year of service. Employees will be advanced funds up to \$3,200 per year to pay for tuition and book fees upon approval of the tuition application. Coursework must be completed within the guidelines of the program and courses must be taken at an accredited institution.

WELLNESS BENEFITS

Community Bank's goal is to provide tools and resources to help employees achieve personal wellness. Our Wellness Program is available to all Community Bank employees and includes a fitness center, corporate gym membership, wellness portal and wellness allowance.

FUN

Our work environment is always professional, but we encourage employees to have fun too! We hold an annual employee reception to recognize employees for tenure and special accomplishments, but we have some silly and fun awards too. Other fun events include our biannual holiday party and summer picnics, Blue Crab games in the Community Bank suite, pizza days and more.

OTHER BENEFITS

Other benefits include monetary incentives for sales and referrals, business casual attire on Fridays and Saturdays and no Sunday work hours!

Community Bank evaluates its benefits programs regularly and reserves the right to modify any or all of the benefits offered to employees at the sole discretion of management. These changes may occur with or without notice.