

You're the *One*®

BENEFITS AT A GLANCE

Our Core Principles

Hire excellent employees

Take care of your customers

Conduct yourself and your business with the utmost integrity

Work as one team

Learn constantly to continually improve

Benefits	
Medical Insurance	Administered by the Iowa Bankers Association, the largest private health plan in Iowa. Claims through Blue Cross Blue Shield.
Dental Insurance	Choice of plans with varying coverages and cost. Claims through Delta Dental.
Vision Insurance	Coverage for the exam, and choice of contacts or glasses. Claims through VSP.
Flexible Spending Accounts	Pretax benefits for out of pocket medical, dependent care, and parking expenses.
ESOP	Employee Stock Ownership Program.
401(k) Plan	Including a company Safe Harbor Matching Contribution of 4% if you defer at least 5% of your eligible compensation. Your matching contributions are 100% vested!
Time Off	
Paid Time Off (PTO)	Varying eligibility of 1-6 weeks based on years of service and work status.
Short Term Disability	Compensation replacement that replaces 65%, 80%, or 100% (based on years of service) of your regular salary up to 90 calendar days during a medical leave of absence required for yourself, or to care for an immediate family member. Fully paid by the bank.
Long Term Disability	Fully funded by the bank. Replaces income at approximately 65%.
Holidays	10 paid holidays.
Other	
Employee Assistance Program	You and your family have access to counselors and other resources to maintain a good work/life balance.
Wellness	Turn time spent exercising and practicing healthy lifestyle habits into cash!
Banking Services	Variety of banking services free or discounted.
Educational Assistance	Sponsorship of tuition and books for banking-specific courses.

MidWestOne at a Glance

- Publically traded on the NASDAQ under the symbol MOFG
- Third-largest publicly-traded banking company based in Iowa
- Approximately 400 employees
- 26 office locations in 19 different communities

