



**Norway Savings Bank is a great place for a career! We offer competitive compensation and benefit packages for full-time employees. See below for a summary:**

### **Paid-Time-Off Benefits**

- 10 Holidays
- Vacation
- Sick
- Personal
- Appointment

### **Health and Insurance Benefits**

- Medical
- Dental
- Life
- Long Term Care
- Long-Term Disability
- Short-Term Disability
- Travel, Accident & Felonious Assault
- Accidental Death & Disability
- Domestic Partner Coverage
- Employee Assistance Program
- Health Care and Dependent Care Reimbursement Accounts

### **Retirement**

- Fully-funded Pension Plan
- 401(k) Plan with a Matching Contribution

### **Employee Development**

- Internal/External training
- CFT courses
- MACB Certified Teller Program
- Tuition Reimbursement

### **Miscellaneous Benefits**

- Exercise room or health club subsidy
- Employee incentive plan – based on the bank's performance
- Retiree Benefits

### **Banking Services**

- No-fee *Reality Plus<sup>SM</sup>* account
  - ◆ Free checks
  - ◆ Telephone banking
  - ◆ Internet banking
  - ◆ Bill Pay
  - ◆ Statewide surcharge-free ATM
- Free Official Checks, Money Orders & Traveler's Cheques