

[Commerce
Benefits]

Your **HEALTH**
Your **WEALTH**
Your **TIME**



We ask, listen and solve.



Commerce Bank
Member FDIC



At Commerce Bank, our people are our number one asset. Together we create the Commerce Bank culture, and through our actions we demonstrate what it means to live our mission: Be Accessible, Offer Solutions, and Build Relationships.

We developed our Total Compensation package with you in mind. Your health and wellness, financial security and work-life balance are important in helping us achieve our goals and ensure employee engagement and customer satisfaction. We know your needs are unique, and we strive to offer a competitive compensation program and an array of benefits that work best for you and your family.

We are proud to introduce you to some of the many benefits of working at Commerce, and we invite you to explore all the opportunities. If you have any questions about this benefits guide, please contact a local Commerce Bank Human Resources team member.

A handwritten signature in black ink that reads "Sara Foster".

Sara Foster

Chief Human Resources Officer and
Director of Internal Support Services

Your **HEALTH** – Your **WEALTH** – Your **TIME**

Commerce understands that everyone has different needs. That's why we've created a flexible benefits program that lets you choose the benefits that mean the most to you and your family.

We provide comprehensive health and welfare plans, using leading national administrators to provide networks and pay claims. For most benefits, coverage starts on the first of the month following 30 days of employment. Deductions are made on a pre-tax basis where allowed by current tax rules.

Our benefits package includes the following options:

- ▶ Health
- ▶ Dental
- ▶ Vision
- ▶ Wellness Program
- ▶ Long-Term Disability
- ▶ Basic Term Life
- ▶ Supplemental Life
- ▶ Dependent Life
- ▶ Flexible Spending Account
- ▶ 401(k)
- ▶ Employee Assistance Programs (EAP)
- ▶ Adoption Assistance
- ▶ Educational Assistance
- ▶ 529 College Savings Plan
- ▶ AFLAC Cancer Protection Plan
- ▶ AFLAC Accident Indemnity Plan
- ▶ Long-Term Care Insurance
- ▶ Vacation & Holidays
- ▶ Accrued Time





ELIGIBILITY

Each employee and their qualified and enrolled dependents are eligible for benefits if the employee is classified as full-time, or you qualify under the definition of a full-time employee established by the Patient Protection and Affordable Care Act (PPACA). Part-time employees are also eligible for many Commerce benefits.

Your dependents include your spouse and any eligible children. Detailed information, including plan coverage, Summary Plan Descriptions and links to our plan administrator's website, is available upon request from Commerce Benefits, Talent Management your Human Resources Department or online from The People Place.

PART-TIME BENEFITS

Part-time employees are eligible for the following benefits:

- ▶ 401(k)
- ▶ Vision
- ▶ Wellness Program
- ▶ Educational Assistance
- ▶ 529 College Savings Plan
- ▶ Employee Assistance Programs (EAP)
- ▶ Health (employees meeting a minimum average hours per week)
- ▶ AFLAC Cancer Protection Plan
- ▶ AFLAC Accident Indemnity Plan
- ▶ Long-Term Care Insurance
- ▶ Vacation & Holidays
- ▶ Accrued Time

Your **HEALTH**

HEALTH

Commerce provides comprehensive health care plans for employees and their families. Administered by insurance industry leaders, our plans are designed to provide quality-managed care and access to broad health care networks. Administrators may vary by region; our overall coverage is designed to be consistent across the company.

Because our plans are self-insured, we have more flexibility in plan design and administration than you might find at other organizations. While our plans provide the highest level benefits at in-network providers, it also provides you the flexibility to use any doctor you choose at lower reimbursement levels. Coverage is provided for services such as doctor and specialist office visits, preventative care, hospitalization and prescription medications, as well as many other services. We offer these plans on a cost-shared basis.

DENTAL

The Commerce Dental Plan provides coverage for preventative care; basic dental procedures like fillings; major dental expenses such as crowns; and orthodontia for your qualified dependents. Similar to the health care plan, Commerce self-insures this coverage and offers it on a cost-shared basis.

VISION

Our Vision Plan provides coverage for most of your vision care needs, from annual exams, glasses and contacts, to discounts on laser surgery.



WELLNESS

At Commerce we believe the greatest wealth is health. Staying true to this statement, our Healthy Returns wellness program is a one-of-a-kind personal wellness resource designed to encourage and support you in living a healthy and balanced lifestyle. Health Returns provides employees with tools and resources to raise awareness, educate you about health and wellness, and encourage participation in activities that support a healthy and happy life.

The Healthy Returns program includes a wellness website that allows you to set and achieve your personal health and wellness goals by assisting you in:

- ▶ Reviewing your current health status by offering an online Health Assessment.
- ▶ Increasing your wellness knowledge through our many Wellness Workshops.
- ▶ Helping you create a wellness plan.
- ▶ Facilitating companywide wellness challenges.
- ▶ Providing some additional support and guidance from our health coaches.

LONG-TERM DISABILITY

Full-time Commerce employees are automatically enrolled in our Long-Term Disability Plan, with Commerce paying the full cost of this benefit. Should you become disabled and meet the requirements, our plan combines with other income sources, such as Social Security Disability, to ensure you receive 60 percent of your monthly income.

LIFE INSURANCE

Commerce provides life insurance coverage to all full-time employees and allows you the opportunity to customize your coverage with supplemental and dependent life insurance coverage at preferred rates.

Basic Term Life is provided to employees at 1.5 times their annual compensation. There is no cost to you for this benefit; Commerce pays the full cost.

Supplemental Life may be purchased. Premiums are age rated and paid through payroll deduction.

Dependent Life allows you to purchase group term coverage for your spouse and qualified dependent children.

AFLAC ACCIDENT INDEMNITY & CANCER PROTECTION PLANS

AFLAC's Accident Indemnity Plan provides protection for you and your family in the event of an accident. This coverage provides supplemental benefits that are paid directly to you for treatment at doctor offices, chiropractors or emergency rooms when treatments are the result of an accident covered under the plan.



ALFAC's Cancer Protection Plan provides financial peace of mind for you and your family in the event of a cancer diagnosis. This coverage provides supplemental benefits paid directly to you for treatments, including hospitalization, surgery, chemotherapy, radiation, experimental treatments, home care and hospice when provided as part of a cancer treatment. Participants may also receive a yearly wellness benefit when they complete a qualified cancer screening.

LONG-TERM CARE INSURANCE

Commerce's Long-Term Care Insurance provides coverage for extended care received in your own home or in a nursing home. This coverage may apply to situations resulting from accidents, chronic illnesses or other disabilities, or from declining abilities resulting from advancing age. This coverage may be purchased for you and your extended family.

FLEXIBLE SPENDING ACCOUNT

Our Flexible Spending Account allows you to plan ahead for – and save on – health and dependent care expenses. By placing part of your pre-tax salary in a reserve account you can pay qualified expenses with tax-free dollars. Participants in the Medical Flexible Spending Account are provided with a debit card to make qualified purchases at the point of sale more convenient.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

When personal problems arise, you can count on a confidential Employee Assistance Program for help. The Commerce EAP provides counseling and other services for legal, financial, parenting, substance abuse and other issues. These services are available to you and members of your immediate family at no cost.

Your **WEALTH**

Commerce strives to provide competitive compensation packages that both recognize our employees' value and reward their performance. That includes a 401(k)-based retirement plan with a generous matching program. The result is a well-rounded program that provides competitive income for today and a strong retirement savings tool for tomorrow.

BASE PAY

Our goal at Commerce is to attract and retain employees who are highly motivated and customer-focused. To help achieve this goal, we tie pay directly to performance. We also continually monitor market trends to ensure our compensation levels are competitive with the market and the industry. It's all part of our mission to create a highly engaged workforce.

INCENTIVE COMPENSATION

Commerce encourages all employees to look for opportunities to help grow our business. In fact, we offer incentive rewards to employees who refer business to the bank. Many Commerce sales and sales support positions are also eligible for incentive-based compensation. Eligibility is based on your position and the achievement of specific job-related results. Our incentive programs are designed to motivate, recognize and reward individuals who attain or exceed established performance goals.





401(k) PARTICIPATING INVESTMENT PLAN

When the time comes, Commerce wants you to retire comfortably. That's why we provide matching dollars to multiply your savings. The Commerce Participating Investment Plan (PIP) is a 401(k) plan that enables you to save for retirement through convenient payroll deduction. Plan features include:

- ▶ Pre-tax and Roth contributions.
- ▶ Commerce matches 50 percent to 100 percent of your contributions through payroll deduction, up to 7 percent of your salary.
- ▶ The company match is based on your age, plus your years of service.
- ▶ You can choose from a variety of investment options.
- ▶ Qualified rollovers are accepted.
- ▶ Employees are fully vested in company contributions after three years.
- ▶ Loan options are available.

AGE PLUS YEARS OF EMPLOYMENT	MATCH ON FIRST 7% OF PAY
44 years and under	50%
45 to 59 years	75%
60 years and over	100%

EDUCATIONAL ASSISTANCE

When employees commit to furthering their education, everyone benefits. Commerce shares the cost of both undergraduate and graduate courses taken at accredited colleges and universities.

529 COLLEGE SAVINGS PLAN

The 529 College Savings Plan offers you an easy way to save for future college expenses through payroll deduction. The program allows you to place after-tax funds in a choice of investments and withdraw the earnings for college expenses on a tax-free basis.

ADOPTION ASSISTANCE

The Adoption Assistance Plan provides us to \$2,000 in reimbursements for each completed adoption. Covered expenses include adoption agency fees, attorney/legal fees and travel expenses.

Your **TIME**

We understand how important your time away from the office is to you and your family, and have built a paid time-off program that helps you achieve a balance between your work and home life. Whether you need time off to care for a sick child or parent, to recuperate from your own illness or to take a family vacation, we have time-off options designed to meet your needs.

VACATION

To function at your best on the job, you need time away from work each year. Depending on your job grade and length of service, Commerce will award you between 10 and 20 paid vacation days each Jan. 1 for use during that calendar year. New employees receive vacation days on a prorated basis after three months of service.





ACCRUED TIME

Commerce enables you to earn and build up (or accrue) paid time off each pay period. Full-time employees accrue two hours per pay period, up to a maximum of 200 hours. Part-time employees accrue one hour per pay period, up to a maximum of 80 hours.

This accrued time may be used for day-to-day absences that may be required for your own illness or to care for a family member. Up to 40 hours of accrued time may be used each year for personal reasons, such as appointments, volunteer work at your child's school and other similar needs.

HOLIDAYS

Holidays are a time for celebrating time-honored traditions and creating new memories with friends and family. Commerce Bank observes the following holidays annually:

- ▶ New Year's Day
- ▶ Memorial Day
- ▶ Columbus Day
- ▶ Christmas Day
- ▶ Martin Luther King Jr. Day
- ▶ Independence Day
- ▶ Veteran's Day
- ▶ President's Day
- ▶ Labor Day
- ▶ Thanksgiving Day

PAID MEDICAL

If you are unable to work due to a serious health condition, you shouldn't have to worry about your paycheck. The Paid Medical Leave Plan provides salary continuance for employees who are unable to work for more than 10 consecutive work days. Depending on your job grade and length of service, you may be eligible to receive 100 percent of your regular pay for 16 to 130 days.

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