

STEARNS BANK

Opportunity
Awaits

MEMBER FDIC. EQUAL HOUSING LENDER.



**Great
Place
To
Work®**

Certified

APR 2024-APR 2025

USA

Stearns Bank is a certified Great Place to Work™. This employee-validated distinction highlights our successful workplace culture efforts.

Welcome

At Stearns Bank, we truly believe our people achieve the results, which is why we are fully invested in our employees. We proudly nurture a highly challenging, rewarding, and inclusive culture.

With impressive benefits, incredible customers, ever-evolving products and inspiring leadership, it's no wonder Stearns Bank was named a 2024 Star Tribune Best Bank and a 2024 American Banker Best Bank to Work For.

MISSION

Inspired by the belief that our world is filled with opportunity, we power inclusive growth by helping others achieve their greatest ambitions.

VISION

We drive community impact by elevating businesses and enabling financial empowerment for all.

VALUES

- People and Purpose Driven
- Trailblazing Creativity
- Tenacious Pursuit of Excellence
- Teamwork
- Competitive Mindset
- Ownership Mentality and Entrepreneurial Spirit
- Sense of Urgency



Strong Roots, Limitless Potential

Stearns Bank National Association is a majority women-owned and governed financial services institution committed to empowering people, entrepreneurs, small businesses, and local communities to reach their full financial potential.

As a privately held, employee-owned entity, Stearns Bank offers a wide array of national products and services including consumer and small business banking, affordable housing financing, USDA and SBA lending, and equipment and small business financing.

Headquartered in Minnesota, the well-capitalized institution has branch locations in Minnesota, Florida, and Arizona.



Next-Level Benefits

Happy employees are impactful employees. We are invested in the overall wellness of our team members and their future. See what sets us apart and why our employee owners say this is an incredible place to be.

To keep that healthy balance, Stearns Bank offers:

- ESOP (Employee Stock Ownership Plan)
- 401(k) Plan
- Emergency Savings Account
- Banking Services
- Health Insurance
- Telehealth Services
- Dental Insurance
- Vision Insurance
- Life Insurance
- Short- and Long-Term Disability Insurance
- Paid Parental Leave
- Paid Medical Leave
- Paid Time Off (PTO)
- Paid Sick Time
- Paid Holidays
- Paid Volunteer Time
- Self-Allowance Days
- Family Care Reimbursement
 - Childcare
 - Elder Care
 - Student Loan Debt Repayment
 - Pet
 - Down Payment Assistance
- Healthcare Travel Expense Reimbursement
- Tuition Assistance

Employee Stock Ownership Plan

The Employee Stock Ownership Plan (ESOP) is one of our best long-term incentives. Each employee who meets the eligibility requirements is part-owner of the bank, while having a direct impact on the company and their ESOP performance.

An ESOP is valuable because it...

- Is a plan of deferred compensation, providing participants with stock in Stearns Financial Services, Inc. and its affiliates
- Comes at no cost to the employee
- Grows with each participant's years of service and the success of the Bank
- Provides future economic security with an additional source of income
- Is not taxed until distributions are received following end of employment

****Full vesting of the ESOP takes six years with incremental vesting (0%, 20%, 40%, 60%, 80%, 100%).*

Next-Level Benefits

Emergency Savings Account

Start saving for emergency with SecureSave, a free emergency Savings Account with the flexibility to access your money immediately for any reason at no cost to you. Stearns will match \$5 for each paycheck that you save \$25 or more.

Banking Services

We support employees in using our personal banking services by waiving fees for checks, wire transfers, cashier's checks, money orders and more. We offer discounted gift card fees and rate discounts on loans to our employees.

Health Insurance

Stearns Bank provides a generous premium contribution to a variety of health insurance plan options. From traditional coverage to plans pairable with Health Savings Accounts (HSAs), plans fit the needs of our employees. Monthly costs vary by plan.

Telehealth Services

Talk to a doctor or counselor anytime, anywhere by mobile app, web, or phone. Our Telehealth benefit offers the convenient treatment of many non-emergency, everyday conditions to help you feel better, faster. This benefit is available at no cost to our team members.

Dental Insurance

Keep the smiles coming! We offer a dental insurance plan with 100% preventative care and competitive cost sharing and premiums.

Vision insurance

Healthy eyes and clear vision are an important part of your overall health and quality of life. We offer vision coverage to cover both you and your family.

Next-Level Benefits

Life Insurance

Premium coverage for a group life insurance policy of 1½ times eligible employee's salary, and \$15,000 per dependent with Accidental Death & Dismemberment (AD&D) is provided at no cost. Additional voluntary life insurance coverage is available for employees and their dependents.

Short- and Long-Term Disability Plans

Stay safe and healthy out there! We provide disability insurance to cover 60% of employees' salary, at no cost to them.

Paid Parental Leave

Taking adequate time to welcome new family members is a necessity. We offer up to 21 weeks of 100% paid parental, adoption, foster care, or surrogacy leave for primary care parents and up to 14 weeks parental leave for secondary care parents.

Paid Medical Leave

Up to 12 weeks paid medical leave for FMLA-eligible occurrences.

Paid Time Off (PTO)

We recognize the benefits of being away from work. Improved productivity, lower stress and better mental health are just a few great reasons full-time employees accrue PTO as follows:

- Year of hire: 13 days, pro-rated based on hire date
- 1-4 years: 13 days
- 5-9 years: 18 days
- 10+ years: 23 days

Part-time employees are eligible for PTO pro-rated on the above schedule.

Employees may choose to cash out up to 80 hours of PTO at 100% and/or carry over up to 40 hours of PTO per year.

Paid Sick Time

Eligible employees will accrue 10 sick days per calendar year for themselves or to care for family members. Part-time employees are eligible for pro-rated sick leave.

Next-Level Benefits

Paid Holidays

Our employees have six paid holidays, including: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day. Additionally, we offer five paid floating holidays, including: Martin Luther King Jr. Day, President's Day, Juneteenth, Indigenous Peoples' Day and Veterans Day.

Paid Volunteer Time

Sharing time and talent is an incredible way to improve the lives of others. As a passionate supporter of giving back and making a difference, Stearns Bank offers paid volunteer time off.

Full-time employees: 32 hours, annually
Part-time employees: pro-rated

Self-Allowance Days

Under our Self Allowance Program team members are eligible for up to 2 additional days off. This leave is intended for team members to invest time in themselves for mental health and self-care activities.

Family Care Reimbursement

We know the value of family and are driven to enrich the lives of those nearest and dearest to our employees. To support that, we reimburse up to \$5,000 annually, per employee, for childcare, elder care, and pet expenses, as well as student loan debt.

Examples include:

- Childcare
- Elder care
- After school programs
- Summer camps
- School athletic/activity fees
- School lunches
- Mileage and meal reimbursement
- Employee college loan debt from an accredited institution
- Pet daycare / boarding / pet sitting
- Pet grooming fees
- Pet training and obedience classes
- Down payment assistance on primary home or vehicle

Next-Level Benefits

Healthcare Travel Expense Reimbursement

We are committed to the physical and mental health and well-being of our employees. Our Healthcare Travel Expense Reimbursement Program offers employees the flexibility to receive the care that they need for medically necessary treatments, family planning, and assisted reproductive technology, if these services are not offered or legally available near their home. We reimburse up to \$5,000 each year for travel expenses related to health care.

Tuition Assistance

We believe in lifelong learning. Employees of Stearns Bank are eligible for an annual reimbursement up to \$3,500 for an undergraduate degree and \$5,000 for an MBA.



For more information on the full benefits package and current positions, visit StearnsBank.com/careers or scan the QR code or contact our Human Resources Department directly at 800-320-7262.

Social and Community Impact

When we share the gifts of time, talent and treasure, the ripple effect is unstoppable. At Stearns Bank, we are inspired to make a positive impact in our community and society.

With paid volunteer time, voluntary payroll deductions and organization-wide fundraising efforts, we make it easy and enjoyable for employees to share their gifts.

We are dedicated to making an impact through these worthy causes:

- American Red Cross
- Anna Marie's Alliance
- Area school districts
- Area food shelves
- Boys & Girls Clubs of Central Minnesota
- Catholic Charities
- Central Minnesota Community Foundation
- Habitat For Humanity
- Suncoast Blood Bank of Florida
- United Way
- And many more!





Belonging, Culture, and Values

At Stearns Bank, we are committed to fostering an inclusive workplace where every employee feels valued, respected, and empowered. Our strategy is rooted in our values of equity, inclusion, and accountability, ensuring meaningful and lasting progress.

Our efforts include:

- A DEI Advisory Council, which provides external guidance on how we can better support and collaborate with the communities we serve.
- A DEI Committee, which provides resources, organizes events, and creates spaces for open dialogue that foster inclusion and connection across the organization.
- Trainings which center on belonging, unconscious bias, and inclusive leadership, equipping employees with the tools to recognize and address bias while fostering a culture of respect.
- Partnerships with thought leaders and community organizations to advance financial empowerment and economic inclusion.
- A commitment to expanding intentional inclusiveness and allyship, integrating equity into leadership practices and everyday operations.

By taking deliberate steps to enhance education, engagement, and community partnerships, we are building a workplace where diverse perspectives are valued, and every employee has the opportunity to thrive.

More About our Divisions, Products, and Solutions

STEARNS SALAAM BANKING

A DIVISION OF STEARNS BANK

About Stearns Salaam Banking

Stearns Salaam Banking (“SSB”) is a division of Stearns Bank N.A., which offers a full suite of Islamic banking products encompassing checking and savings accounts as well as various financing products for consumers, businesses and nonprofits.

All of our deposit and financing products have been reviewed and approved by our independent Sharia Supervisory Board, comprised of renowned scholars who are experts in Islamic Finance.







More About our Divisions, Products, and Solutions

Nonprofit Banking Solutions:

Nonprofit are changing lives, shaping communities and inspiring action. At Stearns Bank, we're changing the way banking works for these organizations. Increase your impact with the checking account that features dozens of free services, reduced or waived fees, and high yields on your deposits.

Equipment Finance:

Slowing down isn't an option for businesses. They rely on the right equipment to do the job right, every time. Our equipment finance experts deliver speed, service, and efficiency that keep you moving forward. Our team can offer support across many industries and sectors—like agriculture, healthcare, construction, transportation, and veterinary services—to help you reach your economic goals.

Small Business Loans:

Start, expand, and succeed in business with the support of SBA-backed financing. Our team can help you find the SBA loan structure that fits your specific economic situation and goals. SBA 7(a) loans are the most commonly used loan option for business financing. These loans can be used for a wide range of purposes, including business acquisitions, start-ups, working capital, business expansions, debt refinance, equipment and supplies.

STEARNS BANK

Learn more at StearnsBank.com/careers

Equal Opportunity Employer / Affirmative Action Plan

We are an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, or creed, religion, sex, marital status, familial status, sexual orientation, national origin, age, disability, veteran's status, status with regard to public assistance, or any other class protected by Federal, State, local laws governing nondiscrimination in employment.

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