

BENEFIT

SUMMARY

401(K) SAFE HARBOR PLAN

Employer contributes 3% of base wages into the participant's account, prorated to the entry date. In addition, employer contributes dollar for dollar matching up to 3%.

All funds 100% vested when contributed of the first 3% of the employee's contribution

7% BONUS

0-7% on a sliding scale based upon net income, after taxes, of the branch before securities transactions-adjusted extraordinary charges or income not resulting from normal operations. Paid in cash or eligible for contribution to Holding Company's 401(K) Plan-100% vested. Base wages only.

MAJOR MEDICAL PLANS

Stockman offers three separate Medical Plan options:

1. Plan A - GRANDFATHERED PLAN
2. Plan B - PREVENTATIVE PLAN
3. Plan C - HIGH DEDUCTIBLE HEALTH PLAN

Employees have a choice between three plans, which vary by deductible and coinsurance amounts. All plan options include prescription drug coverage. All medical options are self-funded private insurance plans administered by Allegiance Benefit Plan Management. All plans utilize a Preferred Provider Organization (PPO) Network. Stockman and the employee share in the cost of monthly premiums for the Medical Plans.

DENTAL AND VISION PLANS

Stockman has one basic dental plan which pays for up to two visits per plan year for diagnostic and preventive care (checkups, teeth cleaning, and X-rays). The plan includes an individual deductible with coinsurance payment for basic dental and major restorative services.

Eligible employees may purchase optional vision coverage. The vision plan pays \$250 each plan year, and per covered participant, to be used toward exam, contact lenses, and/or glasses. Stockman and the employee share in the cost of the monthly premiums for the dental and vision.

HEALTH SAVINGS ACCOUNT WHEN ENROLLED IN MEDICAL PLAN C	<p>Employees that enroll in our High Deductible Health Plan have the option of our Health Savings Account which allows individuals to pay for current health expenses and save for future qualified medical expenses on a pre-tax basis. Funds deposited into an HSA through payroll and your employer, are not taxed. The balance in the HSA and interest grows tax free, and that amount is available on a tax-free basis to pay your qualified medical expenses, including your deductible.</p>
FLEXIBLE SPENDING ACCOUNTS	<p>Flexible spending accounts allow employees to put away money to use for health care and or dependent care expenses on a pre-tax basis (no FICA or income tax is taken). Flex funds can be reimbursed for any immediate family member's eligible expenses regardless of insurance coverage. Flex dollars are use or loses so only put away what you can spend in within the plan year.</p> <p>TWO TYPES OF FLEX ACCOUNT OPTIONS:</p> <ol style="list-style-type: none"> 1. MEDICAL FLEXIBLE SPENDING ACCOUNT 2. DEPENDENT CARE FLEXIBLE SPENDING ACCOUNT
LONG TERM DISABILITY INSURANCE BUY-UP	<p>Employees are eligible to participate in 2 buy-up plans. The first pays 50% of salary to a maximum monthly benefit of \$5,000. After taxes. The second pays 66 2/3% of salary to a maximum monthly benefit of \$ 6,666. Including bonuses, after taxes.</p>
SHORT TERM DISABILITY INSURANCE	<p>66 2/3% of salary to a maximum monthly benefit of \$6,666. Including bonuses.</p>
GROUP TERM LIFE INSURANCE & ACCIDENTAL DEATH & DISMEMBERMENT	<p>\$20,000 term Life Insurance & \$10,000 AD&D policy.</p>
PTO BANK	<p>Employees are given the freedom to use their time to cover vacation, sick, and/or bereavement days through one bank referred to as PTO.</p>
HOLIDAY	<p>In addition to the PTO, Stockman honors 10 Federal Holidays. Eligible employees enjoy a paid day off for such Holidays when they land on a regularly scheduled workday.</p>

The following is a general list of benefits available. Our eligibility for benefits is based on employment status of full time, part time, and other classifications. If the position you are interested in is less than a full-time classification, please visit with the hiring manager during an interview process to gather more specifics of eligibility and benefits available. As this is a summary, it is not intended to cover every circumstance, nor does it create a contract between SFC and the employee. Employee benefits are reviewed on an ongoing basis and are subject to change. Then company will notify employees of any revision, when applicable, and will follow the requirements of notification as per State and Federal Law. The Health Benefit options described in this summary are governed by the Federal Regulation known as ERISA or The Employee Retirement Income Security Act of 1974. For more information covered persons should refer to the full Summary Plan Description(s).