



THE EMPLOYEE EXPERIENCE

AN INTRODUCTION TO OUR BENEFITS AND CULTURE



EMPOWERING PEOPLE TO FORGE TOMORROW'S THRIVING COMMUNITIES

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Legacies GROWN LOCALLY

Building a legacy at Baker Boyer

A note from our President & CEO

Welcome to Baker Boyer, where for over 150 years, we've been more than just a bank. Our commitment to "Family legacies grown locally" reflects our dedication to nurturing the growth and success of our clients, employees, shareholders, and the communities we serve. This philosophy underscores every decision we make, fostering a culture where every member contributes to the collective legacy of our institution.

Our unique approach to banking, emphasizing long-term relationships and personalized service, positions our employees as central to our vision to empower people to forge tomorrow's thriving communities. In fact, a large portion of our strategic plan focuses on the retention, training and career development of our employee stakeholders as we work together with our shareholders, clients and communities to forge a stronger business and environment. Recognized as key stakeholders, our team's well-being, professional development, and future are priorities for both the leadership of the Bank and the Board of Directors. We view the comprehensive benefits we offer not just as a part of the job but as a reflection of our commitment to our employees.

Benefits include:

- A generous retirement program – ensuring your financial future is secure.
- A strong healthcare plan – prioritizing your health and well-being.
- A wellness program – encouraging a healthy lifestyle.
- A suite of insurance options providing life and disability coverage – preparing for the unknown.
- Educational programs – investing in your continuous learning and growth.
- Career development opportunities – supporting your journey with us from day one.
- Ongoing training – enhancing your skills and expertise.
- And more...

At Baker Boyer, we believe in empowering our employees to excel, thereby enabling us to offer unparalleled service to our clients and make meaningful contributions to our community. By becoming an employee, you join a team committed to building a stronger, more resilient community, ensuring the prosperity of the legacies we all value. Together, we continue to grow and nurture these legacies, making a lasting impact for generations to come.



Mark H. Kajita
President & CEO



Traditional BENEFITS

At Baker Boyer, our unwavering commitment to fostering family legacies grown locally extends to the heart of our organization – our employees. Recognizing that our team is instrumental in delivering exceptional service and building enduring relationships in our community, we prioritize members' well-being. Our comprehensive benefits package goes beyond traditional health care coverage, encompassing a spectrum of offerings

designed to enhance both personal and professional aspects of their lives. In addition to robust medical, dental, and vision benefits, we understand the importance of work-life balance. That's why our benefits package includes a wellness program, employee engagement activities and professional development opportunities. We believe in investing in our employees' growth, aligning their career aspirations with the continued success of

Baker Boyer. Moreover, our commitment to community engagement is reflected in various initiatives, empowering our staff to actively participate in local philanthropy and community service. At Baker Boyer, we view our employees as integral contributors to the legacy we are building, and our comprehensive benefits signify our dedication to their holistic well-being and fulfillment.

Benefit Plans & Programs

- Employer paid:**
- Medical insurance
 - Dental insurance
 - Vision insurance
 - Life insurance
 - Long-term disability
 - Employee Assistance Program

- Additional voluntary plans:**
- Life insurance
 - AD&D insurance
 - Legal insurance
 - Supplemental insurance

Generous leave package, starting at 20 days of flexible paid leave annually, with an additional day added each year for the first 10 years and a half day for each of the next 10 years.

- Additional leave includes:**
- 11 Federal holidays
 - Volunteer time
 - Bereavement
 - Military leave
 - Jury duty

401(k) plan with up to 12% in Bank contributions. 100% match of your personal contribution of up to 6% and a 6% profit-sharing contribution

- Financial Wellness:**
- Financial counseling for all employees
 - Educational opportunities
 - Employee loan discounts and banking perks

- Employee Wellness Program:**
- Wellness reimbursements twice annually
 - Fitness challenges
 - Annual health & benefits fair
 - Group wellness activities

- Employee engagement opportunities:**
- Celebratory events
 - Department socials
 - Volunteer activities

This booklet is intended to provide an introductory overview of Baker Boyer’s current benefit plans and programs. All benefit plans/programs are subject to change and the official plan documents are the authoritative statement of our employee benefits.

Wellness PROGRAM

At our company, we prioritize employee well-being as a cornerstone of our corporate culture. Wellness plays a pivotal role in work environment and overall productivity, and we have diligently incorporated a variety of wellness activities into our organizational framework. These activities are designed to promote physical health, mental resilience, and a harmonious work-life balance. Our commitment to employee wellness is not just a strategic initiative; it's a fundamental belief that a healthy and happy workforce is pivotal to our collective success. From engaging workshops on stress management to fitness challenges that encourage an active lifestyle, our efforts continually strive to create an inclusive and supportive workplace. Moreover, our Wellness Program is dynamic, with room for customization to suit the evolving needs and preferences of our diverse team.

Some of our featured wellness activities include:

- **Step challenges, including walking to raise money for local charities.**
- **Discounts at local gyms.**
- **Yoga activities at various wineries and breweries.**
- **Baker Boyer leagues (softball, volleyball, etc.).**
- **Twice yearly wellness reimbursements.**
- **Health competitions and collaborations with local health businesses.**

We remain dedicated to expanding and refining these offerings to ensure our employees thrive both personally and professionally.

Wellness Reimbursement

The Wellness Reimbursement Program is an incentive program that provides taxable reimbursements for purchases made to improve health and wellness. This includes things like nutrition and health classes, fitness club memberships, athletic event registration fees, weight management programs, and fitness equipment & apparel. Employees will be eligible to receive up to \$120 annually, with a semi-annual maximum of \$60.



Appreciation



Anniversaries and Birthdays

Each year employees receive handwritten messages from the President and CEO on their birthdays and bank anniversaries. These messages are accompanied by a gift card that allows them to get a small treat in celebration of their special occasions.

Co-worker Recognition Cards

Baker Boyer employees are encouraged to recognize the achievements and performances of their colleagues with kind notes of appreciation. About once a year, the Employee Engagement Committee holds an event to provide space for team members to write notes for their co-workers.

Service Awards

The annual gathering celebrates the accomplishments and commitment of Baker Boyer employees with 10 or more years of service. Members of the Executive Committee, board members and retirees celebrate alongside employees, their guests and their supervisors.



Paid VOLUNTEER TIME

Our culture promotes giving back by offering up to eight hours of paid time annually for employees that request to volunteer in the community, serve on boards and create relationships with organizations.

Employee Engagement Activities

- Carmel apples from Bright's Candies
- Halloween decorating and costume contest
- Holiday hot cocoa and cookie bar
- Strawberry shortcake celebration
- Summer family event
- Taco trucks
- Volunteering at community events
- Wellness fair
- Winter employee party
- Birthday and anniversary acknowledgement





The New Employee EXPERIENCE

As a part of your onboarding experience, our technical trainer will meet with you to go over your basic programs that you'll need to learn and also anything job specific.

Your First Days

Starting a new position with Baker Boyer is an exciting endeavor that offers a unique blend of opportunities and experiences. The first week sets the tone for your journey ahead, introducing you to the company's culture, team dynamics, and the intricacies of the financial world. Here is what you can expect in a typical first week at Baker Boyer:

Day 1: Warm Welcome and Orientation

Your week begins with a warm welcome from your new colleagues. In a smaller setting, introductions are personal and meaningful. You'll likely meet your immediate team members, supervisors, and possibly even the company's President & CEO. You'll be introduced to our software programs and learn the lay of the land in your new job.

Day 2: Dive into the Details

As you settle in, you'll delve into the specifics of your role. Your supervisor will guide you

through the tasks, projects, and responsibilities you'll be handling. Unlike larger employers, small financial employers often require team members to take on a variety of roles, making your understanding of the bigger picture crucial.

Day 3: Learning the Tools

Mastering the tools of the trade is vital in the banking world. During your third day, you might receive hands-on training on the software, databases, and analytical tools used by the company. This step empowers you to work efficiently and accurately from the start.

Day 4: Shadowing and Training

Departments at Baker Boyer often encourage shadowing experienced team members. This practice allows you to observe real-time scenarios, gain insights into client interactions, and understand the Bank's approach to problem-solving.

Day 5: Immersion and Contribution

By your fifth day, you're likely feeling more comfortable with your surroundings and responsibilities. Depending on the complexity of your tasks, you might begin actively contributing to ongoing projects. Baker Boyer values proactive involvement, so don't hesitate to share your insights or ideas.

First month: HR Onboarding, New Hire Orientation and Technical Training

During your first month, you are starting to feel a little more at home with your job, so we introduce you to more information about the company as a whole. You'll attend a session in your first few weeks with Human Resources to learn all about payroll, benefits, and perks of working here. New hire orientation will follow, and you'll get to know more about the history of the Bank. You will also spend some time with our President & CEO, Mark Kajita, getting to know him and learning his perspectives on what it means to be successful at Baker Boyer and what it takes to achieve that success. Our Technical Trainer will also set up time with you for a more in-depth look at your job-specific software and to help with best practices with our email and messaging systems.

Your journey with Baker Boyer is one of discovery, learning, and connection. The close-knit environment, diverse responsibilities, and immediate engagement create an experience that paves the way for your long-term success in the dynamic world of finance and as a member of the Baker Boyer team.

Career DEVELOPMENT ADVISING

As an organization, Baker Boyer is serious about supporting and encouraging teammates to explore their interests, build skills and education, and pursue career goals. Leveraging our unique Mentor and Career Development Advising Programs, as well as making the most of your introductory period, are proactive steps employees can take toward building a fulfilling, long-term career at Baker Boyer.

Our Career Development Advising Program provides guidance, support, and resources to our employees in their professional growth. It goes beyond traditional training and focuses on individual aspirations, helping our employees identify and pursue their long-term career goals with Baker Boyer. The objective is to empower them to follow the lead of their curiosity in pursuit of a meaningful, long-term career and invest in their professional growth.

The program typically starts with one-on-one sessions with a Career Development Advisor. These sessions allow our employees to discuss their career goals, strengths, weaknesses, and areas of

interest. This information is used to guide continued discussion about potential career paths within the organization and identify the best action plans for achieving career objectives.

The program includes access to a range of resources, such as workshops, webinars, and skill-building courses. These resources can enhance skills for employees, boosting their confidence, building their knowledge and expertise, and preparing them for potential leadership roles.

Our workplace Career Development Advising Program also fosters a culture of continual learning and improvement. Employees are encouraged to take ownership of their professional development by shadowing others, and seeking out opportunities for growth.

By empowering our employees to pursue their career aspirations and providing support and resources, Baker Boyer cultivates a workforce that is driven, skilled, and dedicated, resulting in long-term prosperity for employees.



Mentor Program

After a year of employment, you are eligible to apply to the Mentor Program. The goal of this program is to facilitate growth and learning by providing employees access to a seasoned, nonsupervisory mentor. The program provides a safe place to ask questions, raise concerns, seek advice and develop a wide range of skills.

Buddy Program

During an employee's first four months at Baker Boyer they partner with a buddy. While primarily responsible for offering advice and guidance regarding the day-to-day aspects of working at Baker Boyer, the buddy may also offer encouragement and resources, as they help introduce the new employee to the Baker Boyer culture.

Financial Counseling

The Baker Boyer Financial Counseling Program has certified Financial Counselors to help you manage your personal finances. If you are interested in meeting with one of them at no charge, they can help you with your financial goals – pay off debt, create a budget, or start saving for something fun.

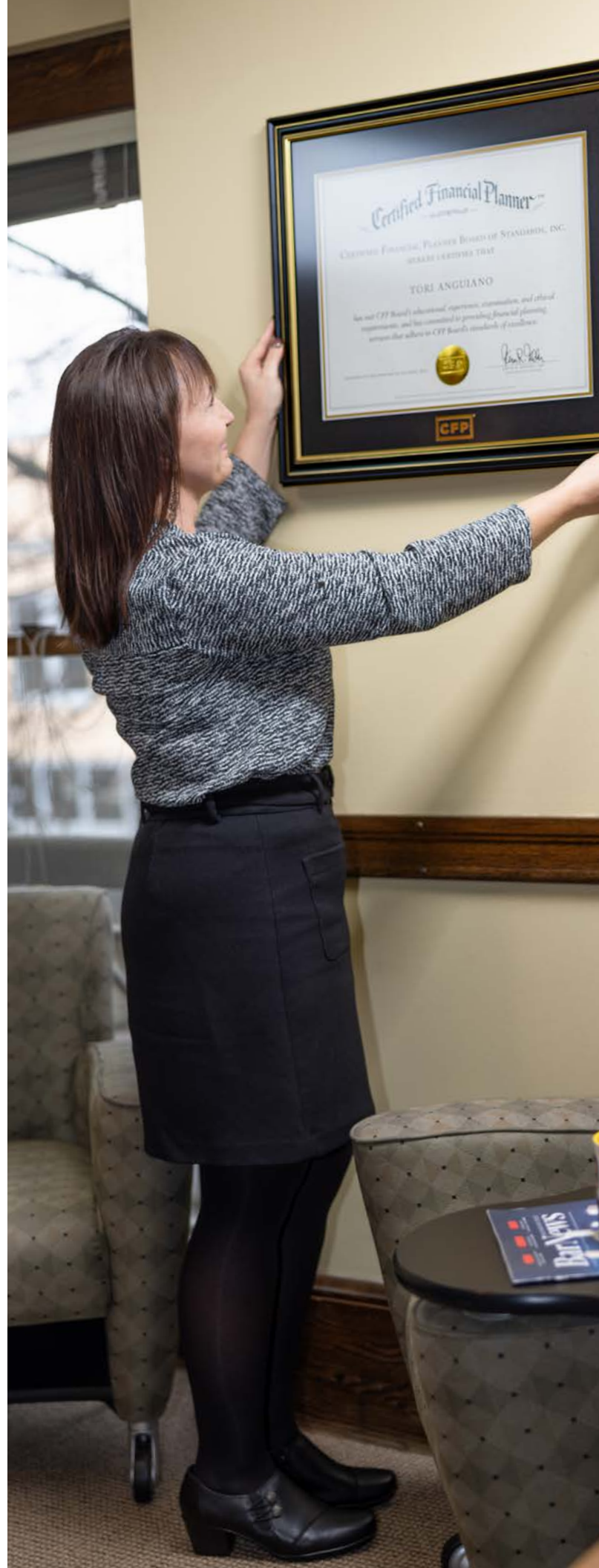
Continued Education

At Baker Boyer, we believe in the transformative power of continuous learning and professional development. Our commitment to your ongoing development is not just about enhancing your skills—it's about fostering a culture where growth and advancement are integral to our collective success. By investing in education and certifications, we're not only contributing to your personal career trajectory but also enhancing our ability to provide unparalleled service to our clients.

The significance of employer-supported education and development cannot be overstated. According to a study by LinkedIn, employees who spend time at work learning are 47% less likely to be stressed, 39% more likely to feel productive and successful, and 21% more likely to feel confident and happy, proving that the more you learn, the happier you become. This investment in our staff is a testament to our belief that our most valuable asset is a knowledgeable and empowered team.

In line with this philosophy, Baker Boyer offers a supportive framework for employees seeking to expand their expertise by paying for certification programs and examination fees that are required for an employee's position, as well as the opportunity to apply for forgivable, interest-free loans (while still a Baker Boyer employee) to cover the costs for degrees and certifications that aren't required for their role but would be beneficial.

Whether these programs are directly tied to your current role or are pursued to broaden your professional horizons, we stand behind our team's aspirations. This approach not only benefits our staff but also enriches the fabric of our organization, ensuring that we remain at the forefront of industry standards and excellence.



Finance Academy in Action

Finance Academy by Baker Boyer is an opportunity for employees to volunteer to teach students critical concepts around budgeting, credit cards, student loans, retirement plans, taxes, stocks, mortgages, and more. The initiative helps build essential life skills for young people on the brink of adulthood and could lead those who complete the program to one of three \$1,000 scholarships.

Schools are invited to participate at no cost, providing teachers training, tools, and support and students a pathway to financial comprehension. By instilling financial knowledge early on, we empower students to make informed decisions and develop healthy financial habits that will benefit them throughout their lives.



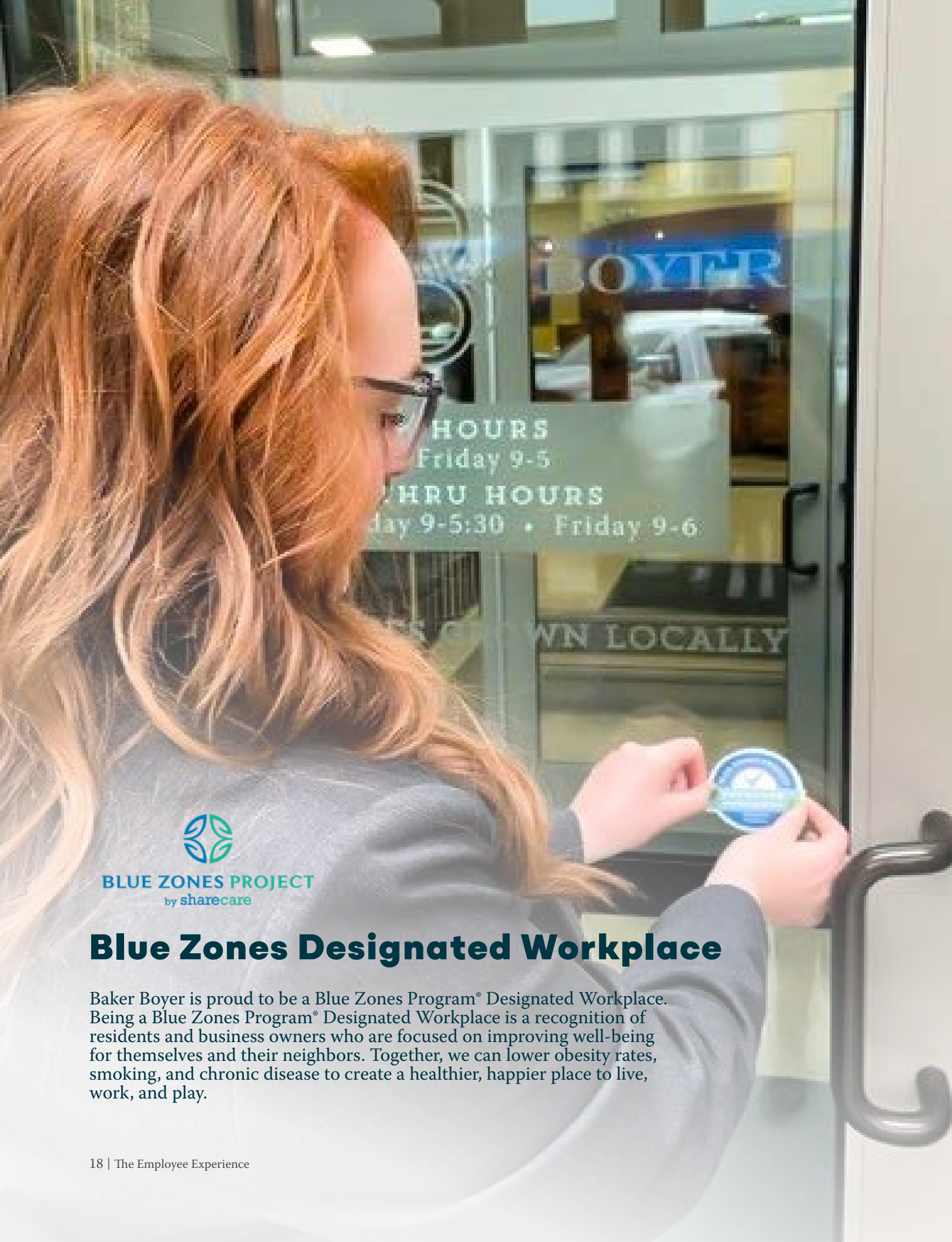
in the next generation, highlighting the profound impact that a strong foundation in financial education can have on their futures.

Finance Academy Scholarship

Baker Boyer awards three annual scholarships of \$1,000 each, recognizing high school seniors who have demonstrated their commitment to Finance Academy. These scholarships underscore our dedication to investing

Investing in Our Future Leaders

Baker Boyer is passionate about financial education because it provides critical concepts that can be used in many aspects of life. Introducing the youth to these financial competencies early on will aid them in becoming well-rounded adults.



BLUE ZONES PROJECT
by sharecare

Blue Zones Designated Workplace

Baker Boyer is proud to be a Blue Zones Program® Designated Workplace. Being a Blue Zones Program® Designated Workplace is a recognition of residents and business owners who are focused on improving well-being for themselves and their neighbors. Together, we can lower obesity rates, smoking, and chronic disease to create a healthier, happier place to live, work, and play.



Intern PROGRAM

Baker Boyer's paid internship program is not just about gaining hands-on experience; it's a comprehensive journey designed to shape the professional future of college students. We immerse our interns in a dynamic environment filled with opportunities for growth, connection, and skill development. To the right are some of the classes and workshops designed to enhance the intern experience.

Program Highlights

- Goal setting
- Hiring manager panel
- How to market yourself as a professional
- Roundtable discussion with the President & CEO
- Intern project presentation to the Executive Committee
- Career development advising
- End of summer celebration

But Wait, **THERE'S MORE!**

Employee Gym Space

Why not eliminate another excuse for missing your workout and get your exercise without the additional drive? Our Walla Walla and Yakima locations have on-site gyms with cardio and weightlifting equipment.

Company Vehicles for Travel

When visiting clients or traveling from one office to the next, you can use one of our company vehicles to save any wear and tear on your own.

Assigned Workspaces

Our more traditional office spaces provide each employee an assigned desk to call their own, so that there is always a place to keep your snacks!

Flexible Work from Home or In-Office

Some positions in the Bank allow flexibility with your in-office time. Please see the specific job descriptions to find out if this applies to the position you are interested in.

Food Market

Ever forgotten your lunch at home or need an afternoon snack? We have you covered! Our Walla Walla main branch has a micro-market to fill your belly, and our branches are stocked with snacks for employees.

Weekends off in Wine Country

It's harder to find a job that doesn't require you to work on weekends or late nights. At Baker Boyer we follow regular banking hours, and we are closed on weekends, which means more time for naps and barbecues.





Learn more at bakerboyer.com/careers

