



TOTAL REWARDS AND BENEFITS

With competitive pay and excellent benefits, SunStream rewards employees and teams for the important jobs they do. The combination of our total rewards and benefits, flexible and supportive workplace, and mission-driven culture make SunStream the place to grow your career.

COLLABORATIVE AND SUPPORTIVE CULTURE

A collaborative, fun and supportive culture at SunStream helps to ensure that employees feel valued as they work to support our customers. Highlights of SunStream’s culture include:

SUNFUN EMPLOYEE ACTIVITIES COMMITTEE

The SunFun Employee Activities Committee (EAC) plans and hosts events to offer SunStream employees time to connect and have fun. The EAC plans employee outings such as Minnesota Wild games, our annual holiday party and workday events such as October Fest, a Cinco de Mayo celebration, breakfast events and pizza parties.

FLEX TIME

Based on team coverage and individual job responsibilities, an employee may be eligible for flexible start/end times. Alternative work arrangements are also available based on team/supervisor agreement.

PAID TIME OFF

SunStream provides you with paid time off for rest and relaxation, in recognition of national holidays and to provide you with continued income for sickness or injury.

VACATION

Employees are allocated a scheduled number of vacation days on January 1 of each year. The number of vacation days allocated is based on years of service.

Years of Credited Service	Amount of Vacation Allocated*
0 – 5 years	15 days
6 – 9 years	18 days
10 – 12 years	20 days
13 – 16 years	22 days
17+ years	25 days

*Vacation amounts based on a 40-hour/week schedule; prorated for those scheduled to work less than 40 hours. New hires are allocated vacation based on the number of months worked in the calendar year (e.g., full-time employee hired in July receives 8.75 days of vacation that they can use).

SICK LEAVE

Employees accrue sick leave benefits at 5 hours per pay period, or 15 days per year. **Sick accrual amounts based on a 40-hour/week schedule; prorated for those scheduled to work less than 40 hours.*

RECOGNITION

Various recognition programs are available, including: a Quick Hit program for managers to provide employees with a gift card, a Hallmark peer-to-peer program providing up to \$200 in recognition and a service award program that provides a monetary award to Bank employees at significant intervals of years of service.

HOLIDAYS

SunStream observes 11 holidays each year, including two floating holidays. Holidays are as follows:

New Year’s Day	Labor Day
Martin Luther King Jr. Day	Thanksgiving Day
Presidents Day	Day After Thanksgiving
Memorial Day	Christmas Day
Independence Day	2 Floating Holidays

SHORT-TERM DISABILITY

SunStream provides short-term disability (STD) benefits if you are unable to work because of illness or injury and have exhausted all vacation and sick paid time off. STD pays 50 percent of your base pay up to a maximum of 180 days.

MERIT/INCENTIVE

SunStream conducts the annual performance review process in January/February of each year, with salary increases effective on March 1 each year. All employees are eligible for a team-based incentive opportunity based on individual objectives and SunStream Performance Scorecard results.

TUITION REIMBURSEMENT

SunStream provides tuition reimbursement assistance to full-time employees pursuing additional education and training that improves job performance or prepares the employee for future advancement. Employees seeking education advancement in an undergraduate or graduate program can be reimbursed up to \$5,250 per calendar year.

EXERCISE FACILITY

Wells Fargo Place (WFP), where our offices are located, provides a fully equipped Fitness Center, located on the Atrium level. The Fitness Center is open for your use Monday – Friday between the hours of 5:00 a.m. – 9:00 p.m. and Saturday between the hours of 7:00 a.m. – 2:00 p.m. All employees will be required to sign the WFP Fitness Center Release and Indemnity Agreement prior to obtaining access.

PARKING

Parking is available at World Trade Center (\$15 copay) or Town Square (\$30 copay) and is assigned based upon availability. Employees also have the option to use alternative transportation, such as public transportation or carpooling. Employees who elect alternative transportation are eligible for reimbursement up to \$100 per month.

DRESS CODE

SunStream's dress code is 'Dress for the Day' where jeans can be worn on days when our customers are not on-site. SunStream also offers a \$100 logo-wear credit for employees to purchase branded workplace clothes or other company items.

EMPLOYEE ASSISTANCE PROGRAM

SunStream provides a free resource for support services and counseling to you and your household members. The Employee Assistance Program (EAP) can be used to help employees and their family members resolve issues and problems ranging from childcare referrals, to financial counseling, to legal counseling and more.

SUNSTREAM GIVING PROGRAM

SunStream supports Twin Cities non-profits by providing grants to organizations such as United Way, Catholic Charities and Merrick Community Services. We also support employee giving and volunteerism by matching each employee's donations to the charities of their choice up to \$750 each year, and by providing each employee one paid workday per year to volunteer at the charity of their choice, and by matching their efforts with a financial contribution to that organization.