

2024 Benefits



HEALTH BENEFITS

For full-time and part-time employees working 30+ hours per week, affordable medical, dental and vision plans are available to you and your dependents. Eligible employees may also enroll in other unique benefits designed to give you peace of mind in times of need.

(Below employee portion is per pay period, rounded to the nearest dollar. The HRA and HSA Benefit is employer paid.)

Insurance	Employee Only	Employee + Spouse	Employee + Children	Employee + Family
POS Plan	\$163	\$509	\$423	\$548
HRA Plan	\$96	\$388	\$317	\$481
HRA Benefit	(\$21)	(\$42)	(\$42)	(\$63)
HSA Plan	\$25	\$113	\$90	\$146
HSA Benefit	(\$25)	(\$63)	(\$63)	(\$63)
Kaiser HMO*	\$83	\$305	\$250	\$416
<i>*California Residents Only</i>				
Dental High	\$18	\$36	\$42	\$65
Dental Low	\$11	\$22	\$26	\$41
Vision High	\$5	\$8	\$10	\$13
Vision Low	\$4	\$6	\$7	\$9



LIFE & DISABILITY

Life insurance (2.5x your annual salary - max \$350K) and Long-Term disability insurance policies are offered to all benefits-eligible employees at no cost! Ameris Bank also provides \$5,000 in life insurance for your eligible spouse and \$2,500 insurance for each eligible child. Enrollment is Automatic.



RETIREMENT PLAN: 401(K)

Ameris Bank will match 50% of your elective deferral amount, up to the first 8% you contribute. You can learn more by reviewing the 401(k) Principal Financial Group Enrollment Booklet on the HR Page of The Mane Connection.



PREMIUM INCENTIVE PROGRAM

Employees are encouraged to participate in the premium incentive program to earn a \$50 per month credit toward your medical premiums.



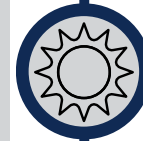
SHORT TERM LEAVE

Ameris Bank provides a short-term leave benefit as income assistance to employees who have planned or unplanned major medical emergencies for self, spouse or child, outside the scope of their allotted sick leave and vacation.



EMPLOYEE ASSISTANCE PROGRAM

Ameris Bank would like to introduce SupportLinc as the new Employee Assistance Program provider. SupportLinc offers expert guidance to help address and resolve everyday issues related to in-the-moment support, short-term counseling, financial expertise, and more.



PAID TIME OFF

Vacation days are made available to eligible employees at the beginning of the year and accrued at the assigned rate according to the employee's length of employment, employee classification and officer title. Vacation time accrues for full time (40 hour), regular part-time (30 hour) and part-time (20 hour) employees.



VITALITY

Ameris Bank is excited to announce a new Wellness Program partner: Vitality! Vitality makes it easy for you to participate in activities to earn the monthly wellness premium discount and track your progress.



PERKS WITH HSA PLAN

- You will pay a lower premium for the HSA Plan.
- You receive money from Ameris Bank to help pay your deductible.
- HSA plan participants will be automatically enrolled in the MetLife Accident and Hospital Indemnity Plans paid for by Ameris Bank.