



Our Core Principles

1. Hire excellent employees
2. Take care of your customers
3. Conduct yourself and your business with the utmost integrity
4. Work as one team
5. Learn constantly to continually improve

Benefits

Medical Insurance	Administered by the Iowa Bankers Association, the largest private health plan in Iowa.
Dental Insurance	Choice of plans with varying coverages and cost.
Vision Insurance	Coverage for both contacts and glasses
Flexible Spending Accounts	Pretax benefits for out of pocket Medical, Dependent Care, and Parking expenses
ESOP	Employee Stock Ownership Program
401(k) Plan	Including a company Safe Harbor Matching Contribution of 4% if you defer at least 5% of your eligible compensation. Your matching contributions are 100% vested!

Time Off

Vacation	Varying eligibility of 1-4 weeks based on years of service.
Short Term Disability	Generous short term illness pay with the potential to replace 100% of your regular income up to 90 calendar days during a medical leave of absence. Fully paid by the bank with option to purchase additional coverage.
Long Term Disability	Fully funded by the bank. Replaces income at approximately 65%.
Holidays	10 paid holidays

Other

Employee Assistance Program	You and your family have access to counselors and other resources to maintain a good work/life balance.
Wellness	Turn time spent exercising and practicing healthy lifestyle habits into cash!
Banking Services	Variety of banking services free or discounted.
Educational Assistance	Sponsorship of tuition and books for banking-specific courses

MidWestOne at a Glance

- ** Publicly traded on the NASDAQ under the symbol MOFG
- ** Third-largest publicly-traded banking company based in Iowa
- ** Approximately 450 employees
- ** 30 office locations in 23 different communities