

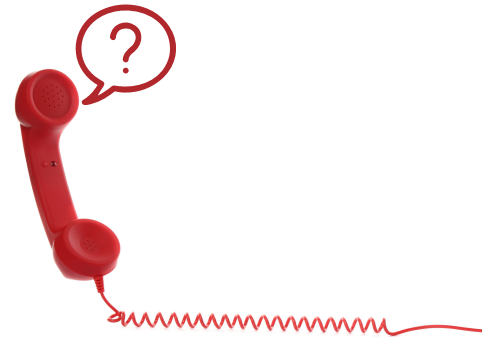


THE NATION'S *FIRST* BANKERS' BANK

USource is more than HR Support It is a Trusted HR Partner Focused Exclusively on Community Banks

Dedicated HR Hotline

- Consistent support by one of our experienced HR consultants
- Proactive guidance on federal and state employment law changes
- Consulting tailored exclusively for community banks



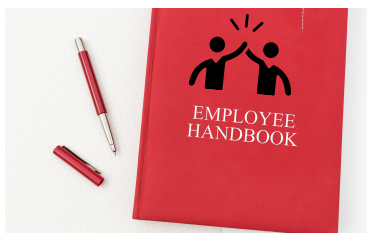
Educational HR Resources

- Webinars and forums presented throughout the year
- Extensive online resource library with information and best practices for many HR topics, along with templates and sample forms



Salary and Cash Compensation Surveys

- Confidently justify pay increases, hiring offers and incentives
- Improve profitability by avoiding turnover due to underpaying
- Stay competitive in recruiting
- Offered annually in partnership with industry leader, Blanchard



Signature Service: Employee Handbooks

- Customized and designed for community banks
- Proactive updates as laws and regulations change
- Reduced compliance risk and internal administrative burden

Membership Benefits & Pricing

Included Services:

- HR Hotline*
- Employee Handbook*
 - Development
 - Review and Revise
- Access to the USource Library
- Online Forums*
- In-Person Forums* (2 attendee registrations)
- Webinars*
- Bank Compensation and Benefits Survey for participants* (discount for non-participants)

*Contact USource for Non-member pricing

Customized Services (additional fees apply):

- Employee Assessments
- Protected Veterans & Individuals with Disabilities Narratives & Report
- EEO-1 Component 1
- Employee Surveys

USource's Straightforward and Unmatched Pricing!

\$500 one-time startup fee*

\$240 monthly membership fee with one year commitment

*Discounted startup fee pricing available