

BAYFIRST



BENEFITS THAT SET US APART

We are confident that this is the time for BayFirst to become the bank of Tampa Bay, while also maintaining a Top SBA Lender position and achieving a national footprint in Residential Mortgage Lending. We strive to deliver Exceptional Performance, Redefined and offer the most competitive financial products around but, it's our Team that makes the ultimate difference.

Our philosophy is to provide the most competitive benefit plans possible to attract and retain high quality team members. In addition, we offer our Team a progressive and highly productive professional environment as well as competitive pay, professional development, and career advancement opportunities.

We encourage every Team member to immerse yourself in your career at BayFirst. We believe it is a special place where we value hard work and open communication, in a professional but informal atmosphere.

Our outstanding benefits, include one of the richest 401(k) plans in the industry, and a host of other benefits, listed below:

- National CIGNA PPO Network of Providers
- Four different full coverage Medical Plans to choose from
- Full Dental and Vision Coverage through Cigna
- 100% Employer Paid Medical, Dental and Vision (Employee Only Coverage)
- 100% Employer Paid Basic Life Insurance
- 100% Employer Paid Short Term Disability (STD)
- 100% Employer Paid Long Term Disability (LTD)
- Paid Parental Leave Policy
- Domestic Partner Benefits
- Flexible Spending Account
- Supplemental Life, Spouse and Child(ren) Insurance
- Non-Qualified Employee Stock Purchase Plan (ESPP)
- Employee Assurances Program (EAP)
- Employee Referral Bonus Program(s)
- Employee Wellness
- Premier Free Employee Checking Accounts
- ADP LifeMart Employee Discount Program
- Tuition Reimbursement and Student Loan Assistance
- Volunteer Time Off
- Company Match to Dependent Care FSA

BayFirst also offers an extremely attractive 401(k) plan through Principal, with advisory service provided by Merrill Lynch. The Bank believes that saving for retirement is critically important for our employees and their families.

The Bank provided an exceptional combined contribution of 6% of total overall employee compensation in 2021 if the employee contributed at a 4% level, or 4% of total employee compensation if the employee elected not to contribute at all.

The 401(k) plan has two components that make up the contributions to the plan, with a possible third contribution.

Eligibility for the 401(k) occurs on the first of the month following a full 60 days of employment.

- 401(k) Principal Safe Harbor – All employees are enrolled in the Safe Harbor, which is a 3% contribution of gross pay and is immediately 100% vested.
- 401(k) Principal Match – Company match of 50% of the first 4% of base salary contribution.
- Profit Sharing Contribution – A discretionary contribution approved by the Board of Directors annually may be made to the Employee Stock Ownership Plan (ESOP) for all eligible employees.