



Katahdin Trust Enhances Employee Benefits Package with \$6,000 Retention Bonus for Community Bankers

HOULTON, Maine (July 16, 2024) – Katahdin Trust Company is pleased to announce a new retention bonus program aimed at attracting and retaining talented individuals to join Katahdin Trust’s team as Community Banker I or Community Banker II at any of the bank’s sixteen locations throughout Maine. Eligible employees could receive a retention bonus of up to \$6,000.

Under this program, new Community Banker I or II employees could receive the following bonus installments:

- \$1,000 paid after the successful completion of one year of continuous employment and satisfactory review.
- \$2,000 paid after the successful completion of two years of continuous employment and satisfactory review.
- \$3,000 paid after the successful completion of three years of continuous employment and satisfactory review.

In addition to Katahdin Trust’s new retention bonus program for those joining as a Community Banker I or Community Banker II, they are pleased to highlight a range of benefits designed to support their team members in their personal and professional growth.

Among the outstanding benefits available to all Katahdin Trust full-time positions are:

Career Pathing: Katahdin Trust provides clear career pathways and opportunities for advancement, empowering employees to achieve their long-term goals.

Company Culture: Their workplace fosters a vibrant and inclusive culture, featuring fun activities, team spirit initiatives, jean days, and monthly Fun Fridays to promote camaraderie and engagement.

Annual Bonus: Eligible employees can look forward to an annual bonus as a reward for their contributions to the success of the company. Profit sharing payouts are based on the Bank’s financial performance - the higher the level of performance, the larger the payment.

Health Insurance: Katahdin Trust contributes generously towards health insurance premiums, covering up to 93% of the costs.

Paid Holidays: Employees enjoy 11 paid holidays off throughout the year to spend quality time with family and friends.

401k Match: Offers a competitive 401k matching program to help employees save for their future retirement.

Employee Stock Ownership Plan (ESOP): As the only bank in Maine offering an ESOP, they provide their employees with the opportunity to share in the company's success and ownership.

Short-Term Disability with No Wait Time: Their comprehensive benefits package includes short-term disability coverage with no waiting period, ensuring peace of mind during unexpected challenges. Best of all, it is available at no cost to employees.

Employee Assistance Program (EAP): Katahdin Trust prioritizes mental health and well-being by offering an Employee Assistance Program, providing confidential support and resources to employees and their families.

Volunteer Time: Encourages community involvement and offers paid volunteer time for employees to give back to causes they are passionate about.

Tuition Discount or Reimbursement: Employees have access to tuition discounts with Husson University or reimbursement for further education, empowering them to continue their learning journey.

"We believe that investing in our employees is key to our success as a company," said Jon Prescott, President and CEO at Katahdin Trust. "Our enhanced benefits package reflects our dedication to creating a supportive and rewarding work environment where employees can thrive both personally and professionally."

For more information about career opportunities at Katahdin Trust or details about their retention bonus or benefits package, interested individuals are encouraged to contact Human Resources at info@katahdintrust.com or (207) 521-3280.

About Katahdin Trust

Founded in 1918, Katahdin Trust is a community bank based in Houlton, Maine with more than \$1 billion in assets and nearly 180 employees. The Bank offers financial services to individuals and businesses from 16 locations throughout northern Maine and the greater Bangor and Portland regions. The parent company of Katahdin Trust, Katahdin Bankshares Corp, common stock is quoted on the OTC Markets (OTCQX) under the symbol KTHN. Learn more about the Bank at katahdintrust.com and follow Katahdin Trust on Facebook, X, LinkedIn, and Instagram.

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