



GENERAL BULLETIN

CONNECTICUT
BANKERS
ASSOCIATION
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SENT TO:

2010 - 120

July 1, 2010

TO THE CHIEF EXECUTIVE OFFICER
OR INDIVIDUAL ADDRESSED

CEO, CEO+
Associate Member
Human Resources

RE: 2010 Banking Benefits and Human
Resources Policies Survey Report

We are pleased to announce the results of the 2010 Banking Benefits and Human Resources Policies Survey Report is nearing completion. We expect the results to be available at mid to end July. Thirty-one Connecticut banks participated (participants are listed on the next page). The survey provides the most comprehensive benefits and personnel policy information for Connecticut banks.

Increasing benefits costs, balanced with a need to attract and retain valued employees, has created pressure for management to carefully review the effectiveness of their benefits and human resources practices. This report summarizes what Connecticut banks are offering to their employees. This year, the report also offers detailed tables showing data counts and percentages, as well as a breakdown by asset size and number of full-time employees. A summary of the report sections is listed below for your review:

SECTIONS

Absence From Work

- Paid Time Off
- Vacation
- Sick Days
- Paid Holidays
- Personal Days
- Bereavement Leave
- Weather Emergencies
- Short-term Disability
- Personal Leaves of Absence
- Long-Term Disability

Health and Insurance

- Health & Medical Insurance
- Dental Insurance
- Vision Care
- Reimbursement Accounts
- Life Insurance
- Long-term Care

Retirement Plans (FTEs)

- Defined Benefit Plans
- Defined Contribution Plans
- Profit Sharing Plans
- Employee Stock Ownership

Other Employee Benefits & Human Resource Policies

- Education Assistance
- HR Policies & Practices
- Other Benefit Programs
- Benefits & Payroll Cost
- Employee Turnover
- Benefits for Retired Employees
- Severance Programs

New! Executive Benefits & Perquisites

(provided only to banks providing this data)

RESULTS/ORDER

Pearl Meyer & Partners has compiled the data for the Association. Pearl Meyer has extensive experience in providing a broad range of consulting services to the banking industry.

Participants may purchase either a state report or a state and regional report (Connecticut, Massachusetts and New York banks). The survey report will be emailed in PDF format (hard copy available at an additional \$75.00 fee).

To provide the fastest turnaround of data possible, we have enclosed an order form for the 2010 Banking Benefits and Human Resources Policies Survey Report (approximately 100 pages). We expect the results to be available at mid to end July.

If you should have any questions pertaining to the 2010 Banking Benefits and Human Resources Policies Survey Report, please don't hesitate to contact me at the Association or Ken Cardinal at Pearl Meyer & Partners at (508) 630-1473 or ken.cardinal@pearlmeier.com.

Sincerely,

COLLEEN E. CLANCY
Vice President

List Of Participants (31)

The Bank of Fairfield	Naugatuck Savings Bank
The Bank of New Canaan	Naugatuck Valley Savings and Loan
The Citizens National Bank	New England Bank
Connecticut Community Bank, N.A.	Newtown Savings Bank
Connecticut Mutual Holding Company	Patriot National Bank
Connecticut River Community Bank	Rockville Bank
Dime Bank	Salisbury Bank
Eastern Federal Bank	Savings Bank of Danbury
Essex Savings Bank	Savings Institute Bank & Trust
Fairfield County Bank	Simsbury Bank
Farmington Bank	Stafford Savings Bank
First County Bank	Thomaston Savings Bank
The First National Bank of Suffield	Torrington Savings Bank
Guilford Savings Bank	Webster Bank
Jewett City Savings Bank	Windsor Federal Savings
Liberty Bank	

CONNECTICUT BANKERS ASSOCIATION
 2010 Banking Benefits and Human Resources Policies Survey Report
Order Form

2010 Banking Benefits and Human Resources Policies Survey Report	✓ Report To Receive	Cost	Tax	Total
Participant Cost				
State Report Only - Email		\$495.00	\$29.70	\$524.70
Region Report Only** - Email		\$495.00	\$29.70	\$524.70
State and Region Report ** - Email		\$695.00	\$41.70	\$736.70
Non-participant Cost				
State Report Only - Email		\$895.00	\$53.70	\$948.70
Region Report Only ** - Email		\$895.00	\$53.70	\$948.70
State and Region Report ** - Email		\$1,095.00	\$65.70	\$1,160.70
State Report Only - Hard Copy		\$970.00	\$58.20	\$1,028.20
Region Report Only ** - Hard Copy		\$970.00	\$58.20	\$1,028.20
State and Region Report ** - Hard Copy		\$1,170.00	\$70.20	\$1,240.20
Total Enclosed				\$

** Region Report includes data from Connecticut, Massachusetts and New York

The survey report will be emailed in PDF format (unless the hard copy option is checked).

Ordered By: _____

Title: _____

Bank/Company: _____

Address: _____

Phone: _____

E-mail (required): _____

Please return order form and payment to:

Colleen E. Clancy
 Vice President
 Connecticut Bankers Association
 10 Waterside Drive
 Farmington, CT 06032
 Fax: 860.677.5066

The 2010 Banking Benefits and Human Resources Policies Survey Report will be emailed/mailed to the individual authorized above.