



Our business

at a glance

At MidWestOne Bank you will find a home where you're encouraged and challenged to be your best...where integrity matters, learning is infinite, and leaders inspire. It's a place where people collaborate, innovate and give back to the communities they serve. Here, you will find employees who are valued, respected and proud to bring our company philosophy and culture to life every day. At MidWestOne Bank, you can be a part of something extraordinary.

Our Mission

Take care of our customers... and those who should be.

Our Brand Promise

We promise to always make you our number one priority in everything we do.

Our Operating Principles

1. Take good care of our customers
2. Hire and retain excellent employees
3. Always conduct yourself with the utmost integrity
4. Work as one team
5. Learn constantly so we can continually improve

What is the MidWestOne Brand?

Since our company was founded during the Great Depression, it has been our belief that the communities we serve are not only the inspiration of our organization, but the purpose behind our existence. Our history is their history. We passionately pursue success for our neighbors and we support organizations that create opportunities in our communities. Because we believe the positive actions of each one of us contributes to the success of us all. Our brand is built by the actions of our employees, supporting our mission statement, one relationship at a time. It's about caring.

We're proud to be among the top 5 largest publicly-traded banking companies headquartered in Iowa (NASDAQ: MOFG).

Your benefits *at a glance*



Medical & Retirement

Medical Insurance	Administered by the Iowa Bankers Association, the largest private health plan in Iowa. Claims through Blue Cross Blue Shield.
Dental Insurance	Choice of plans with varying coverages and cost. Claims through MetLife.
Vision Insurance	Coverage for the exam, and choice of contacts or glasses. Claims through MetLife.
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

Paid Time Off (PTO)	Varying eligibility of 1-6 weeks based on years of service and work status.
Short Term Disability	Compensation replacement that replaces a percentage of your regular salary based on your years of service up to 90 calendar days during a medical leave of absence required by yourself, or to care for an immediate family member. Fully paid by the bank.
Long Term Disability	Fully paid by the bank. Replaces income at approximately 65%.
Holidays	10 paid holidays.
Parental Leave	2 weeks of paid time off to bond with your newborn or adopted child.
Grandparent Leave	3 days of paid time off to spend with your new grandchild.

Other Benefits

Employee Assistance Program	You and your family have access to counselors to maintain a good work/life balance.
Student Loan Reduction Program	Monthly employer paid student loan contributions.
Tuition Reimbursement Program	Sponsorship of tuition for coursework related to your career or career path. All accredited institutions considered.
Wellness 360 Program	Turn time spent exercising and practicing healthy lifestyle habits into cash.
Pet Insurance	Administered by Nationwide, employees pay a monthly discounted rate for medical and/or wellness pet protection plans.
TicketsatWork	Exclusive discounts on hotels, sports, concerts, theater, movie tickets and theme park tickets nationwide.
Take Your Dog to Work Day	Help celebrate a furry friend by bringing your dog to work with you for a day each June.
Banking Services	Variety of banking services discounted or free.

