

CAREER OPPORTUNITIES

Horizon's Team Spirit

Exceptional opportunities begin with exceptional companies. When you're looking for your next great opportunity, take a closer look at Horizon.

Horizon is a NASDAQ traded company with a track record of success. Currently operating in Northern Indiana and Southwest Michigan, our multi-year growth plan will further increase our presence in surrounding communities. We provide a complete spectrum of financial services including banking, investments, and trust.

The 130-plus year history of success at Horizon has been built on teamwork, progressive thinking, and the overall spirit of independent banking. Today we are a regional company of community-minded advisors, who hold a firm belief in the concept of team. In fact, we call ourselves "Team Horizon," and we are seeking quality team members.

Your Career Goals are in Sight

Horizon attracts people who will represent our community. We foster an environment in which progressive learning and creative thinking contribute to the betterment of our community.

Just as we have high expectations for your performance as an advisor, you have high expectations for job satisfaction, work environment, and benefits. That's just the beginning. You will experience the many Horizon advantages on a day-to-day basis:

People At Horizon, you'll quickly appreciate your colleagues for their friendliness, diversity and professionalism.

Balance We believe in balance between work and family. We are a proud recipient of the Clarian, "Family Life Enhancement Award" which recognizes businesses who lead the way in developing family-sensitive policies and programs.

Support We call ourselves "Team Horizon," and we put the team concept into play everyday. We are always ready to assist one another.

Stability Horizon has been a leader in financial services since 1873. As an independent bank, we determine our own destiny.

Respect All members of the Horizon staff are considered "advisors," not just employees, because we value the importance of individual contribution. We trust you to share in our responsibilities, which will enable you to grow in your position and within the company.

*Your Choice...
Team Horizon.*

HORIZONSM
BANK

Community Community is our cornerstone. Advisors at all levels volunteer their time for many community activities. Giving to the community gives all of us a better insight into our work and our customers.

Horizon's innovations include the first drive-up window and first ATM in Indiana. Today, we continue to be innovative in our community. We are a growing, vital company giving our customers *exceptional service and sensible advice*.

Benefit from Being Part of "Team Horizon"

Sometimes, great opportunities are defined in the details. When it comes to compensation, Horizon excels at providing a competitive salary and an outstanding benefits package.*

Health In today's business climate, one of the most important benefits a person can earn is healthcare coverage. In fact, the quality of this benefit frequently influences your decision on where to pursue a career. Rest assured, Horizon values the well-being of its team members, and it shows in the comprehensive health package we offer.

- **Complete Healthcare Insurance**

You choose your doctors from a national network

- **Supplemental Benefits**

Offered by Aflac

- **Dental Coverage**

- **Prescription Drug Coverage**

- **Flexible Spending Accounts**

Helps cover out-of-pocket medical and childcare expenses

- **Wellness Program**

Heightens the employees awareness of their health and works to obtain a healthier workplace

- **Employee Assistance Program**

Mental health assistance for advisors and their family



Time A flexible work environment including paid vacation, paid holidays, sick leave benefits and personal paid time off.

Compensation We compensate our advisors on a fair and equitable basis and recognize performance and contributions to the success of the company. Salary ranges are based upon competitive guidelines for comparable positions. Pay increases are granted in recognition of performance.

Finances Horizon offers an Employer & Advisor Contribution Retirement plans to provide security for your future. Horizon also offers free personal checking and/or savings accounts, and direct deposit of payroll. Other benefits include interest-free computer loans, free traveler's checks and notary services.

Growth Once on board with the Horizon team, we encourage you to take responsibility for your learning and development. We offer ongoing in-house training and an extensive training library.

**Benefits are subject to change. We provide advisors with a benefit plan document that details current available benefits.*

"Be a Part of It"

With our robust growth plan, we are always looking for new advisors. Become a part of the team — join "Team Horizon." We are always looking for candidates. Call our Human Resource team at (219) 874-9347 or obtain information on www.accesshorizon.com.



www.accesshorizon.com

219-873-2640

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A NASDAQ Traded Company — Symbol HBNC