



# 2024 BENEFITS AT-A-GLANCE

The Credit Union is committed to providing employees with a comprehensive and valuable benefits package that includes health and welfare benefits to keep you and your family safe.



## 401(k) Profit Sharing Plan

The Credit Union's 401(k) Plan is available to all employees the first day of the month following 30 days of employment, with a target employer contribution of 8%. You may defer a portion of your annual pay (up to an annual maximum of \$22,500 and, if eligible, "age 50 or over catch-up" of up to \$7,500) into either a traditional pre-tax or Roth retirement account. To make saving for retirement easy, employees are automatically enrolled in the plan at a contribution rate of 5%. This is effective 30 days after the eligibility date. The Credit Union will match dollar-for-dollar the first 3% of your pay that you defer, plus 50 cents on the dollar for the next 2% you contribute for a total match of 4% of eligible compensation. In addition, you will also receive a 4% profit sharing contribution if you are employed on the last day of the plan year. You may direct the investment of your account among a number of pre-selected funds or choose a self-directed account option.



### Health

California: Employees are eligible for health insurance coverage through the Aetna OAMC, Aetna OAMC HDHP, or Kaiser HMO plans.

Other States: Employees are eligible for health insurance coverage through the Aetna OAMC plan and Aetna OAMC HDHP plan.



### Dental

Dental Insurance is provided through MetLife. The Preferred Dentist Program offers a wide range of covered services – both in and out of network.



### Vision

Vision Insurance is provided through VSP, and this entitles you to specific eyecare benefits such as routine eye exams and other procedures. This benefit covers specified dollar amounts or discounts for the purchase of eyeglasses and contact lenses.



### PTO

The Credit Union makes PTO leave available to its eligible employees to provide time off for vacation, sickness, or personal days off. PTO accrues from the first day of employment, starting with 144 hours for full-time non-exempts, 184 hours for exempts, and 184 hours for VPs and above.

Employees with a regular schedule of below 32 hours and at least 20 hours per week will be at the part-time rate.



### Holidays

Eligible employees are provided 10 paid holidays each year. One of the holidays included is an Appreciation holiday which allows you to choose a holiday that is most meaningful to you.

Employees who work a part-time schedule of at least 20 hours per week will be paid at the part-time rate.



### Sabbaticals

The Credit Union offers four-week paid sabbaticals to employees after 10 years of service, with an additional sabbatical every seven years thereafter.



### Other

- Regular employees are eligible for Volunteer Time Off once a year.
- New parents are eligible for Paid Parental Leave after one year of service.

# EMPLOYEE ASSISTANCE PROGRAMS

CONCERN is a national employee assistance program that provides information, referral, and short-term counseling for personal issues affecting work or personal life. The Employee Assistance Program (EAP) is a free and confidential way of obtaining professional help to reduce the impact of problems in your life and your job.

HEALTH ADVOCATE provides hands-on support for a variety of health and well-being issues. Health Advocate is a free service providing compassionate, confidential help 24/7.



## BASIC LIFE AND AD&D

Group Life and Accidental Death and Dismemberment (AD&D) Insurance is provided at no cost to you. The benefit is equal to 2 times your annual salary up to the plan maximum.

## DISABILITY

Short-Term and Long-Term Disability Insurance is provided to you at no cost. Disability benefits are payable when a covered employee is disabled and cannot work for 8 or more days (31 days in California).

## FLEXIBLE SPENDING ACCOUNT (FSA)

A Section 125 Flexible Spending Plan allows you to make significant tax savings in these areas:

- Health, dental, and vision insurance premiums are deducted from your pay before taxes.
- You can set aside from your pay, before taxes, money that you expect to spend for healthcare costs for yourself and your covered dependents, over and above expenses that are reimbursed by group health insurance.
- You can set aside pre-tax money that you expect to pay to a licensed caregiver for childcare or eldercare.

## HEALTH SPENDING ACCOUNTING (HSA)

- Health Savings Accounts (HSAs) are a great way to save money and budget for qualified medical expenses. HSAs are tax-advantaged savings accounts that accompany High-Deductible Health Plans (HDHPs).
- HDHPs offer lower monthly premiums in exchange for a higher deductible (the amount you pay before insurance kicks in).
- The Credit Union will contribute funds to your account which will count towards your annual maximum.

## VOLUNTARY BENEFITS

### Accident Insurance

Accident Insurance pays out a lump-sum if you incur an injury because of an accident.

### Critical Illness Insurance

Critical Illness Insurance is coverage that can help safeguard your finances by providing you with a lump-sum payment – one convenient payment all at once – when you or your family may need it most.

### Hospital Indemnity Insurance

Hospital Indemnity Insurance pays you benefits when you are confined to a hospital, whether for planned or unplanned reasons.

### Supplemental Life Insurance

You can purchase more Life Insurance in addition to the company paid group life insurance plans. This option is available for you and your dependents.

### Legal Protection

A Legal Insurance plan provides you with access to a national network of attorneys who are there to help you with everything from consumer and financial services, to auto and traffic matters, to estate planning and wills.

### Identity Theft Protection

Protect yourself and your family with a comprehensive ID protection plan that offers credit monitoring, financial protection, and cyber security.

### Pet Insurance

Purchase a healthcare policy for your pet that will provide reimbursement for various injuries and illnesses. There are two options to choose from for Pet coverage.

This does not constitute a contract of insurance or benefits. This is a summary of the benefits that are available. For more information, see the plan documents and the employee intranet, The Hub.

