

## **Benefits**

Employees of CU Companies contribute significant value to the vitality of our organization by providing a high level of service to our owner credit unions and their members. CU Companies recognizes employees for their contributions in part by providing a very competitive and valuable benefits package that assists with the health and future security of our employees and their families.

### **Eligibility for Benefits**

If you are a regular full-time employee, you will be eligible for the following benefits listed below.

#### **Medical Coverage**

CU Companies offers all full-time employees a health plan through Blue Cross Blue Shield of Minnesota that provides broad, comprehensive protection and also covers a wide range of medical services and supplies. Employees pay a small percentage of the premium for individual or family coverage.

#### **Dental Care Coverage**

Dental coverage is available with two plans to choose from with Delta Dental. Employees pay a small percentage of the premium for individual or family coverage.

#### **Short and Long-Term Disability**

Short Term Disability is available for up to a maximum of 13 weeks. The amount of insurance is rated on 67% of your base salary and can extend up to a period of 13 weeks. Long Term Disability is available for eligible employees up to a maximum of sixty months. The amount of insurance available is rated on 67% of your monthly salary. CU Companies pays the full premium for Disability coverage for the employee.

#### **Life / Accidental Death and Dismemberment Insurance**

The full amount of \$50,000 in life insurance will be paid in the event of an insured employee's death. This is available to all eligible employees. Accidental Death and Dismemberment Insurance (AD & D) provides additional protection in the event of loss occurring within 365 days of an accidental bodily injury. The amount of insurance paid will depend on the event of specified losses. CU Companies pays the full premium for Life and AD & D coverage for the employee.

### **Flexible Spending Account**

This benefit allows employees to allocate to one or both of the following accounts:

- Employees can contribute up to \$1,500 per calendar year to a pre-tax Medical Flexible Spending Account which can be used for eligible out-of-pocket medical, dental or vision expenses incurred by you or your eligible dependents.
- Employees can contribute up to \$5,000 per calendar year to a pre-tax Dependent Care Flexible Spending Account which can be used for eligible dependent care expenses including daycare.

### **401(K) Retirement Plan**

CU Companies has a 401(K) Retirement Plan to provide eligible employees with a monthly pension benefit upon retirement. All regular full-time employees and part-time employees who have been employed with CU Companies for at least six (6) months and have worked at least one thousand (1,000) hours per year are eligible to participate in the Retirement Plan.

CU Companies will make matching contributions of 100% of the first 5% of the employee's contribution. All contributions are immediately 100% vested once eligible.

### **Holidays**

Regular full-time employees are eligible for holiday pay. CU Companies recognizes ten (10) paid holidays each year.

### **Paid Time Off (PTO) Program**

CU Companies supports employees' need for time off from work by providing a Paid Time Off (PTO) plan to benefit eligible employees. The purpose of this plan is to give employees flexibility and incentive to manage their time off and to use their PTO for ANY reason including, but not limited to, vacation, illness of family members, severe weather and other personal matters. Full-time employees are eligible for up to 17 days of Paid time off in their first year.

### **Jury Duty**

CU Companies will permit you to take the necessary time off and we wish to help you avoid any financial loss because of such service. CU Companies will reimburse you for the difference between your jury pay and your regular pay, not to exceed eight (8) hours per day, for a maximum of ten (10) business days.

### **Funeral Leave**

Paid leave of absence up to three (3) days.

**Company-Sponsored 529 College Savings Plan**

The 529 College Savings Plan sponsored by CU Companies is designed to provide employees with a tax-advantaged savings plan to cover costs for higher education (primarily your dependents). To be eligible for the 529 College Savings Plan, you must be currently employed with CU Companies and have completed your Introductory Period.

**Clothing Loan**

Employees are eligible to borrow up to \$500.00 interest free for the purpose of purchasing business casual attire.

**Education Assistance**

We feel an individual who possesses a desire to continue their education, in addition to performing their job, shows a commitment to improving themselves and their position within the company. To encourage and reward these individuals, CU Companies offers an Education Assistance benefit to include 100% of the cost of tuition books and tuition up to \$2,400 per calendar year and a \$10,000 lifetime maximum.

**Employee Assistance Program**

The Employee Assistance Program (EAP) is eligible to all employees and their dependent family members. The EAP is separate from the group health plan, but is paid for by CU Companies in conjunction with our EAP provider.

**Reduced Fees for Services of CU Companies**

Eligible employees may receive added benefits by using services provided by the business units of CU Companies. Please see your manager or Human Resources for more information.