



The following information is provided as a brief overview of some of the benefits Adventure Credit Union has to offer its employees. Additional details will be covered during New Employee Orientation and as eligibility nears for certain benefits. Questions may be directed to our HR Department at 616-243-0125 Ext 1219.

### **Health, Dental, Vision Insurance**

- Employees that are regularly scheduled to work 30+ hours per week are eligible the first of the month following 60 days of employment.
- Employees have two health plan options to choose from provided by Blue Care Network - HMO.
- Dental is provided by Delta Dental and vision coverage is provided by EyeMed.
- Employees can opt out of insurance, and receive a monthly payment of \$150.00, if covered by other insurance.

### **Flexible Spending Accounts (FSA)**

- Available to all employees who are regularly scheduled to work 16+ hours per week.
- Healthcare FSA maximum is \$1,750.00 annually.
- Dependent care FSA maximum is \$5,000.00.

### **Group Life Insurance & AD&D**

- Available for all employees who are regularly scheduled to work 16+ hours per week. Benefits would be paid to your designated beneficiaries at two times your annual salary up to \$300,000.00. Eligible the first of the month following 60 days of employment. Premiums are paid 100% by the Credit Union.

### **Optional Life Insurance**

- Adventure CU employees can elect to purchase additional life insurance for themselves as well as additional coverage for spouses and dependents. Eligible the first of the month following 60 days of employment. Premiums are paid 100% by the employee.

### **Pension Retirement Plan**

- The Credit Union makes a contribution on your behalf towards your retirement. This Cash Balance Defined Benefit Plan is available to all full and part-time employees after one year of continuous service and who work more than 1,000 hours per year and have reached 21 years of age. Enrollment dates are July 1 and January 1. Employees are vested after 3 years.

### **401 K Plan**

- Both a Traditional 401K plan as well as a Roth 401K is available to all full time and all part time employees after they have completed 30 days of service and have reached the age of 18.
- The Credit Union matches employee contributions first of the month following 1 year of service and the employee has reached the age of 21. The match is 50% on the employees first 6% of contributions for a 3% employer match maximum. Employee contributions are fully vested after 5 years.

### **Short Term Disability**

- Available for full time employees the first of the month following 60 days of employment.
- Premiums are paid 100% by the Credit Union.
- Benefits are payable on the 8<sup>th</sup> day of disability.
- Benefits paid are 66 2/3% of regular gross wages, and payable up to 13 weeks.

### **Long Term Disability**

- Available for full time employees after one year of continuous employment and any other conditions set forth in the insurance plan.
- Premiums are paid 100% by the Credit Union.
- Benefits are a percentage of employee's regular gross monthly pay to a \$10,000.00 maximum, after 36 weeks of continuous disability.

### **PTO & Float Holiday Time**

- Employees are offered PTO, which is a combination of vacation and sick time. Employees are also offered Float Holiday that will vary based on the number of Holidays.
- Employees hired throughout the year will receive PTO based on a monthly proration for their first year. The hire date must be prior to the 16<sup>th</sup> of the month in order for the employee to receive PTO for that month.

### **Paid Holidays**

- Full time employees will receive 8 hours of Holiday Pay on the Holidays the Credit Union is closed. Part time employees receive 4 hours of Holiday Pay.

### **Logo Wear**

- Adventure Credit Union employees receive a credit annually to purchase Logo Wear. Typically \$50.00.

### **Employee Assistance Plan (EAP)**

- The Credit Union feels that our employees are our greatest resource. The Credit Union recognizes that there are times when an employee may have difficulty coping with one of life's challenges and may need someone to talk with to discuss private matters in strict confidence. The purpose of this program is to offer employees and their immediate household a source of confidential help free of charge.
- There are additional services within the EAP that offer discounts as well on certain services.

In addition to these great benefits, we also offer Tuition reimbursement as well as educational and computer loans with special terms and rates for Adventure employees.