

IUCU Benefits Overview 2025

For staff scheduled 25-40 weekly hours



IU Credit Union

HEALTH CARE

COMPREHENSIVE & AFFORDABLE HEALTH INSURANCE PLAN

Health care is important; and IUCU offers health insurance to both full-time & part-time staff. Comprehensive and affordable, our health plan includes medical, dental, vision and prescription coverage at the following premium rates. Eligible on date of hire.

Employee Only:	\$55 biweekly
Employee & Spouse:	\$112 biweekly
Employee & Children:	\$94 biweekly
Employee & Family:	\$174 biweekly

Medical Benefit

Uses a Preferred Provider Organization (network provider) for maximum benefit. Features a \$20 office visit copay for office visits to PPO primary care physicians and specialists.

Benefit	PPO	Non-PPO
Deductible Amount	\$750 Individual \$1,500 Family	\$1,500 Individual \$3,000 Family
Coinsurance Amount	80% after deductible is met	60% after deductible is met
Annual Out of Pocket Maximum	\$3,500 Individual \$7,000 Family	\$5,000 Individual \$9,000 Family

Wellness & Preventative Care

PPO preventive & wellness services are paid at 100% and not subject to a deductible. Non-PPO preventive and wellness services are paid at 60% after deductible has been met.

Prescription Benefit

Retail Pharmacy (up to 90-day supply):

Participants pay 30% of the cost for generic and brand prescriptions; and 30% of the cost up to \$500 for specialty prescriptions.

Mail Order Pharmacy (90-day supply):

Participants pay \$30 copay for generic prescriptions, \$50 copay for brand prescriptions; and 30% of costs up to \$500 for specialty prescriptions.

Teladoc

A modern, convenient alternative to the traditional office visit, Teladoc connects health plan participants with state-licensed physicians for unlimited, non-emergent medical consultation via telephone, email, or video for commonly treated conditions. It's a quick, easy and germ-free way to consult with a doctor; and the best part is that there is no copay!

Vision Benefit

Covers a routine eye exam every calendar year (with a \$25 copay), lenses every calendar year (up to \$400) and frames every two calendar years (up to \$200).

Dental Benefit

Calendar Year Deductible	\$25 Individual \$75 Family
Annual Maximum Per Person	\$2,500
Preventive Dental Services	Covered at 100%
Basic Dental Services	\$25 deductible, then covered at 80%
Major Dental Services	\$25 deductible, then covered at 50%
Orthodontics	Covered at 50% with \$2,500 lifetime maximum

Flexible Spending Accounts

Opportunity to increase your take-home pay and set aside funds for the reimbursement of medical and dependent care on a pre-tax basis.

Because we care about your health.

PAID TIME OFF

VACATION PAY

IUCU Employees accrue vacation time based on years of service and scheduled hours each pay period (FTE %). Full-time staff can earn 12 days of vacation time in your first year. Your bi-weekly vacation accrual can be calculated by multiplying the corresponding accrual rate times your scheduled hours each pay period. Can be used after 90 days of service.

VACATION SCHEDULE BASED ON 100% FTE (80 Hours per Pay Period)

Years of Service	Annual Vacation	Accrual Rate
0 - 4 years	96 hours	.0463
5 - 9 years	120 hours	.0578
10 - 19 years	160 hours	.0770
20 - 24 years	200 hours	.0963
25+ years	216 hours	.1039

HOLIDAY & WELLNESS PAY

The Credit Union recognizes the importance of mental and physical health and is committed to supporting the wellbeing of Employees. Wellness/ Mental Health float hours may help individuals focus on self-care, relaxation, mental rejuvenation and other activities to promote overall wellbeing. Full-time Employees receive four float holidays (32 hours, annual lump sum) and part-time Employees receive two float holidays based on FTE% (annual lump sum). In addition, IUCU is closed for 9 holidays, which are paid based on FTE %.

ILLNESS PAY

IUCU Employees earn illness hours each pay period based on their scheduled hours (FTE %). Maximum bi-weekly accrual amount is 3.70 hours, based on 80-hours per pay period (which annualizes to 96 hours or 12 days per year).

BEREAVEMENT PAY

The Credit Union understands that time is needed to grieve, arrange and attend funeral services or a memorial, and handle financial and legal matters that may come up upon a loved one's death. We offer bereavement pay in accordance with our policy.

PAID PARENTAL LEAVE

Following the birth of an Employee's child or the placement of a child with an employee for adoption, IUCU provides up to six weeks of paid parental leave to eligible employees. Eligible after six consecutive months of service at the time of qualifying event.



PAID TIME OFF TO VOLUNTEER

In keeping with our commitment to serving the communities where we live and work, IU Credit Union provides employees with paid time for the sole purpose of serving a not-for-profit cause.

CARE SHARE DAY OFF

IU Credit Union supports the United Way through an annual workplace campaign, and employees pledging 1% or more donation of your annual salary receive a paid day off for your charitable contribution.

We understand that you need down time.

WELLNESS

WELLNESS REIMBURSEMENT

Because wellness is a personal journey that means different things to different people, IUCU offers a wellness reimbursement program providing up to \$250 annually for your eligible wellness expenses. We understand that staying on track with diet and exercise is a lifelong challenge, so whether your wellness approach is slow and steady or tough & buff, we've got options for you! Eligible after one year of service.

Eligible expenses are reimbursed monthly, and options include:

- Financial advisor or planner
- Dietician or nutritionist
- Weight loss subscription or program (e.g. Noom, Weight Watchers)
- Blood pressure cuff
- Body weight scale
- Ergonomic supplies (e.g. orthopedic seat, support)
- Exercise or sports equipment
- Fitness app subscription (e.g. Peloton, iFit, Apple Fitness+, etc.)
- Fitness wearable (e.g. Garmin, Apple Watch FitBit,)
- Glucose monitoring device
- Group fitness classes
- Gym membership
- Halo therapy and salt caves
- IU Health heart or vascular scans
- League or event registration fee (e.g. ski lift tickets, marathons)
- Life Line screening
- Personal training session
- Rock climbing membership
- State park annual pass
- Mental health app subscription (e.g. Talkspace, Calm)
- Meditation course or app (e.g. Headspace)
- Sleep tracking app (e.g. Rise)
- Therapy (digital or in-person)
- Light Therapy Lamp

MENTAL HEALTH SUPPORT

In our quest to care for the hearts and minds of the IUCU team, we offer LEAPCare. Through this program, you have access to a Care Coach, providing confidential permission-based support options whenever and wherever help is needed. The Care Coach will be onsite weekly to build rapport and get to know our team. You can connect with a Care Coach in person, or via call, text, chat, email, or video call 24/7.

EMPLOYEE ASSISTANCE PROGRAM

Employees and your household family members are eligible for a company-paid, short-term professional counseling. If there is ever a time when you can use some guidance and support, it is there for you.

ONSITE BIOMETRIC SCREENINGS

An annual event at no cost to employees. Without ever leaving the office, obtain personalized health information that would normally require a visit to your doctor. Screening tests include a comprehensive lipid panel (HDL, LDL, triglycerides, ratio and total cholesterol), A1c, blood pressure, BMI and metabolic syndrome. During your private screening, your test results are immediately reviewed with you by your health technician.

PUTTING A DENT IN SEDENTARY

Back office staff have the option of working with standing desks, and have the opportunity to check out under-desk elliptical machines to add some cardio to the workday. Additionally, many branches are equipped with bottle-filling water stations.

We understand the importance of mental well being.

FINANCIAL STRENGTH

401(k) RETIREMENT PLAN

IUCU is proud to offer one of Fidelity Investments' most generous 401(k) plans. For more than 35 years, IU Credit Union has contributed 10% of employees' annual gross earnings into their 401(k) accounts at year end. A seven percent contribution is guaranteed, with an additional discretionary three percent at the board's approval. Ours is not a matching retirement plan: IU Credit Union makes contributions for you regardless of your contribution level.

While making your own contribution via payroll deduction is voluntary, we encourage you to actively participate in order to maximize your savings potential, together with IUCU's contributions. Once enrolled, you have the opportunity to contribute a portion of your salary to your 401(k) on a pre-tax basis. Eligible January 1 or July 1 after one year of service with 1,000 hours.

From day one, you are 100% vested in your own contributions. Your rights, or vesting, for IUCU contributions is based on years of service at the following vesting schedule:

2 years:	25% Vested
3 years:	50% Vested
4 years:	75% Vested
5 years:	100% Vested

COMPANY-PROVIDED LIFE INSURANCE WITH AD&D

At no cost to you, IU Credit Union provides a life insurance policy equivalent to 200% of your annual salary.

This policy includes an accidental death rider providing an additional 200% of your annual salary in the event of your accidental death. Provided upon date of hire.

VOLUNTARY LIFE INSURANCE PLAN

In addition to the life insurance provided for you by IU Credit Union (at twice your annual salary), you may purchase age-rated voluntary life insurance for yourself and your dependents. Premiums are deducted through payroll. The guaranteed issue period is 31 days from your hire date, and the guaranteed issue amount is \$150,000 for employees (the lesser of up to 5 times your annual salary or \$500,000).

During the Annual Re-Enrollment period, you can increase employee coverage up to \$20,000, not to exceed the lesser of 5 times your annual salary or \$500,000, without evidence of insurability. You can increase spouse coverage up to \$10,000, not to exceed the lesser of 2.5 times your annual salary or \$250,000, without evidence of insurability. You can increase child/children coverage up to \$50,000 without evidence of insurability.

COMPANY-PROVIDED LONG TERM DISABILITY INSURANCE

This income protection plan provides 70% of your wages beginning on the 91st day of a total disability. Includes special plan provisions for partial disability and benefits for those over age 65. Provided upon date of hire.



We contribute to your financial security.

DEVELOPMENT OPPORTUNITIES

TUITION ASSISTANCE

In keeping with our commitment to lifelong learning, IU Credit Union offers a generous tuition assistance program. We will pay for a portion of your tuition and books for business related classes at accredited colleges or universities. The limit is up to \$4,000 per calendar year for tuition and required books and fees. Eligible after one year of service.

Tuition reimbursement percentages are based on years of service at the following reimbursement schedule:

Less than 1 year:	0%
2 years:	50%
3 years:	75%
4+ years:	100%

ACHIEVE YOUR DEGREE TUITION DEFERRAL

Further your education and grow your career at no up front cost! To assist in the achievement of your degree, IUCU has partnered with Ivy Tech to offer the Achieve Your Degree Tuition Deferral Program to IU Credit Union employees.

Via this program, deferment of tuition cost is available to IUCU employees who seek to further their education in support of their advancement aspirations at IU Credit Union. You can choose from the following twelve tracks of classes and certificates that lead to associate degrees in fields of study related to our work at IUCU: accounting, business administration, business operations, business technology, computer science, database management & administration, entrepreneurship, infomatics, information technology support, network infrastructure, server administration and software development.

PROFESSIONAL DEVELOPMENT

Employee development is an ever-present focus in our company culture. Every year, throughout the year, learning opportunities abound and are delivered online, onsite and one-on-one.

All employees receive regular coaching (monthly at a minimum); employees with management aspirations are provided with leadership training; and hundreds of onsite classes are offered every year, providing job-specific and personal development on timely and relevant topics.

Explore different career directions via our job shadow program.

- Broaden your knowledge about the credit union industry via America's Credit Unions e-schools and webinars
- Enhance your communication & sales skills via the Membership Advantage Program
- Learn how to be a mentor via Training Essentials
- Assess if leadership is right for you via our Road to Leadership series.



We help you grow.

PERFORMANCE INCENTIVES

PERFORMANCE INCENTIVE PLAN

We reward the achievements of the IUCU team with a company-wide Performance Incentive Plan (PIP) based on a balanced scorecard. Eligible after three months of service in the scorecard calendar year.

The Scorecard is a planning methodology used to translate vision and strategy into action. The Scorecard contains a balanced focus on key organizational areas or metrics. As part of the annual strategic planning process, our Board of Directors and senior management develop business objectives within the metrics to be included each scorecard period. The result is a flexible and adaptable planning tool that provides quantified expectations and performance measurements. The Scorecard serves as our road map, giving the entire organization a direction and focus. Each objective is weighted and assigned a timeline, and scorecard reports are shared each month so that we can track our progress.

Contingent on how we, as an organization deliver on our scorecard objectives, employees are eligible for an annual bonus based on a percentage of annual earnings. This bonus ranges from 0 to 5% of your annual earnings in the Scorecard Year 2024.

SALES AND REFERRAL INCENTIVES

Depending on the nature of your position with the credit union, you may have the opportunity to earn individual sales incentives for referring and selling IU Credit Union products and services.

UNCONDITIONAL SERVICE

Through this employee-driven program, IUCU employees submit stories describing how their coworkers stepped up to provide outstanding service to members, and to fellow employees. All submitted stories are published on the company intranet, and are entered into a monthly random prize drawing for those recognized.



We recognize and reward your good work.