

PFCU PERKS

CONTENTS

Contents	2
Medical, Dental, & Vision	3
Employee Assistance Program	3
Flexible Spending Accounts	3
Parental Leave	3
401K	3
Wellness Allowance.....	3
PFCU FIT	3
Insurance	4
Group Life and AD&D Insurance	4
Disability	4
Voluntary Add-Ons	4
Pet Insurance.....	4
Employee Loan Options.....	4
Technology Equipment Loan	4
Clothing Loan.....	4
Employee Discount	4
Job Shadow	5
Lunch with an Executive	5
Mentoring.....	5
Networking	5
Listservs.....	5
FUELmi	5
Ignite	6
Leadership Development	6
Leadership Evolution.....	6
Education Assistance.....	7
Online Learning	7
TLC.....	7
Cues.....	7
CUNA.....	7
Role-Specific Opportunities	7
Other	8
Paid Time Off (PTO)	8
Bereavement	8
Employment Referral Program.....	8
We Care Program	8
Employee Resource Groups.....	8
Internal Rewards Program - My MARC of Excellence.....	8
Dress-Down Days	8
Employee Profit Sharing	8
Anniversary Bonus	8
Retirement Recognition.....	8

Current employees can view additional details on each of these programs & benefits in the current year’s Employee Handbook. You may also reach out to HR or Training through the Service Desk.

HEALTH & WELLNESS

Unlock a world of well-being with our comprehensive employee benefits package.

From medical, dental, and vision coverage to mental health support through our Employee Assistance Program, we've got you covered. Flexibility meets savings with our flexible spending accounts for health or childcare, and prepare for the future with our incredible 401K offerings. Embrace a healthier lifestyle with a wellness allowance and join our fitness support group for added motivation.

Your holistic well-being is our priority - take full advantage of the resources available to you to thrive both personally and professionally with PFCU.

MEDICAL, DENTAL, & VISION

Full-time employees are eligible for benefits on the first of the month following 30 days of employment (e.g. March 10th hire date = eligible May 1st). Medical coverage is Blue Care Network, dental through Delta Dental, & vision through VSP. Employee contributions are deducted each payroll.

If eligible employees are covered elsewhere, they will instead receive payment (in-lieu of PFCU's insurance) on each payroll.

For medical, PFCU offers an HRA (Health Reimbursement Arrangement) so that the credit union covers a majority of your individual or family deductible. For example, the BCN family deductible for the 2024-2025 plan year is \$8,000 but PFCU pays \$6,500 (leaving your family responsible for only \$1,500).

As plan members, you have access to BCN advocates 24 hours a day, 7 days a week, 365 days a year via GreatLakesAdvocate@Acrisure.com.

EMPLOYEE ASSISTANCE PROGRAM

Mental health support, relationship counseling, addiction resources, & [more!](#) This is covered by PFCU for employees *and their families*.

FLEXIBLE SPENDING ACCOUNTS

Providing pre-tax funds for out-of-pocket health & dependent care expenses.

PARENTAL LEAVE

5 business days of paid leave for eligible employees following the placement or birth of a child (running concurrently with FMLA leave when eligible).

401K

PFCU matches 100% of the first 5% of the employee contribution & may also contribute a discretionary 5% of compensation for all eligible participants.

WELLNESS ALLOWANCE

Each employee will receive a \$200.00 wellness reimbursement allowance each year to use on expenses that support personal wellness.

PFCU FIT

The Fitness Inspiration Team is an internal wellness support group to help you reach your wellness goals through encouragement & accountability. Employees can join this group on their first day at PFCU. This is one of several [Employee Resource Groups](#) offered.

PROTECTIONS & LOANS

Empower your financial future with our comprehensive suite of benefits.

From Group Life and Disability Insurance offering crucial protection, to customizable options like Voluntary Life and Accident Insurance, we prioritize your peace of mind. Supplement your medical coverage with Voluntary Hospital Insurance, ensuring you're prepared for unexpected healthcare expenses.

Need an upgrade? Explore our Employee Loan Options, tailored for technology or a professional wardrobe, and enjoy additional perks with our exclusive Loan Discount.

At PFCU, we're not just offering benefits; we're providing you with the tools to build a secure and thriving future.

INSURANCE

GROUP LIFE AND AD&D INSURANCE

PFCU pays the full cost for all eligible employees to their beneficiaries.

Group Life Benefit Amount = 2x annual earnings to a maximum of \$200,000
AD&D Benefit Amount = 2x annual earnings to a maximum of \$200,000
Benefit Age Reduction = Benefits reduce to 65% at age 70 and 45% at age 75

DISABILITY

PFCU pays the full cost of financial protection for you in the event of short-term and long-term illness or injury.

Short-term leave: Hourly Employee Benefit = 70% of earnings up to \$1,000 per week. Salaried Employee Benefit = 70% of earnings up to \$2,000 per week

Long-term leave: Hourly Employee Benefit = 66.67% of earnings up to \$6,000 per month for up to three years. Salaried Employee Benefit = 66.67% of earnings up to \$6,000 per month for reducing benefit duration to Social Security normal retirement age.

VOLUNTARY ADD-ONS

These employee-paid benefits are offered through Mutual of Omaha. Each benefit is designed to protect your finances through life events, such as death, disability, accidents and/or illness. Please refer to plan documents for more detailed information. Option add-ons include: Life and AD&D Insurance, Accident Insurance, Critical Illness Insurance, Hospital Insurance, & more!

PET INSURANCE

Nationwide Insurance is available for a variety of pets. Learn more [here](#).

EMPLOYEE LOAN OPTIONS

TECHNOLOGY EQUIPMENT LOAN

Borrow up to \$2,000 on a line of credit for technology devices and related equipment. For PFCU staff working remotely: home office furniture, locking file cabinet, and calculators. This is a bi-weekly payroll deduction (52 payments).

CLOTHING LOAN

Borrow up to \$1,000 on a line of credit for work appropriate attire or clothing for school-aged IRS dependents. This is a bi-weekly payroll deduction (26 payments).

EMPLOYEE DISCOUNT

PFCU offers loan discounts to employees, identical to other members, plus a discount of 10% of the current stated rate they qualify for with a maximum of a 1% discount on eligible loan types (including existing loans of new employees).

NETWORKING & MENTORING

Embrace your professional growth with unique opportunities at PFCU.

Engage in job shadowing to gain valuable insights, have Lunch with an Executive to connect on a personal level, and benefit from mentorship that propels your career forward. Join a Michigan Credit Union young professionals' group to build connections, share experiences, and learn from your peers.

At PFCU, we're committed to nurturing your career aspirations. Take advantage of these opportunities and chart a course for success.

JOB SHADOW

Any employee can shadow any other department (or specific employee); whether it is for the development of personal career goals (e.g., shadowing a department of potential future interest) or to learn more about the team to improve cross-department communication in their current role (e.g., a teller may benefit from shadowing loss prevention, risk management, or card services, as they are departments that they interact with on a daily basis).

Contact your direct supervisor to schedule a shadowing experience

LUNCH WITH AN EXECUTIVE

Each executive takes up to four employees to lunch each year to discuss career paths, job responsibilities, & anything else the employees want to ask! Watch for an annual survey to set up lunch with the executive of your choice.

Testimonial: "This was a really good experience. It was a nice "mix" of employees, & it was great to be able to ask questions about other departments & get to know other people. Food was wonderful too!"

MENTORING

Request mentorship from a current PFCU leader (manager, executive, etc.). Program options include 3 months (for working on 1 short-term goal), 6 months (for 2-3 short-term goals), & 1 year (for career development goals).

Testimonial: "Being mentored by a PFCU leader helped me with my own career goals as well as personal development! I would recommend the experience to anyone, even those happy in their current positions."

Contact the Culture & Development Manager with questions

NETWORKING

LISTSERVS

Through PFCU's affiliation with the Michigan Credit Union League, employees can [join networking email listservs](#) to collaborate with industry peers.

FUELMI

FUELmi (Fueling, Uplifting, Educating Leaders) is a group organized by the Michigan Credit Union League (MCUL) designed to encourage young professionals' involvement with credit unions. FUELmi provides opportunities to network, collaborate, & develop leadership skills amongst other Michigan credit union professionals. More information can be found [here](#).

This opportunity is by invitation only through our executive team. However, if you have interest in participating, please speak with your direct supervisor who can then recommend you.

LEADERSHIP TRAINING & EXPERIENCES

Elevate your career trajectory with our robust leadership development initiatives at PFCU.

Aspiring leaders can flourish in our dedicated Leadership Development Program, while current leaders sharpen their skills through tailored training sessions. Our company-specific training, IGNITE, offers a wealth of knowledge, providing a dynamic learning environment for continuous growth.

Seize the opportunity to shape your leadership journey and propel both yourself and our company to new heights!

IGNITE

PFCU Ignite creates an environment of learning that contributes to the success and growth of PFCU and its employees. Ignite gives participants the opportunity to explore the credit union as an industry and develop personal and professional portfolios. Participation in Ignite is voluntary after an employee has completed their six-month training and orientation period.

Testimonial: “It was a great way for me to continue to grow as a person & in my role at PFCU. There is variety in the curriculum which I found beneficial. Everyone learns differently! This also allowed me to meet and interact with other PFCU employees that I may not have had the opportunity to if I wasn’t in this program. It was great to make friends and learn from others about their departments and positions.”

Contact the Training Department with questions

LEADERSHIP DEVELOPMENT

This program provides a leadership development curriculum for participants, ensuring PFCU prepares future leaders and instills the importance of continuing to improve leadership skills for all current employees. Progression of participants during their time in the program should ensure experience in a variety of situations, with the goal of developing leadership abilities and to make participants more successful today and in the future. Participation in Leadership Development is voluntary after an employee has completed their six-month training and orientation period; eligible participants have completed either PFCU Ignite or an accredited degree program.

Testimonials: “My experience with the Leadership Development Program has sharpened my knowledge, built my confidence and allowed me to journey through a five-star custom curriculum that has enhanced my personal growth and communication skills.”

“In leadership development, I collaborated with teammates and fostered relationships with other leaders. I learned about myself and my leadership techniques through a variety of resources: books, videos, papers, volunteer opportunities, and more.”

Contact the Culture & Development Manager with questions

LEADERSHIP EVOLUTION

This training program is designed for current PFCU leaders to work on skill development & gain industry knowledge in support of succession planning.

Contact the Chief Human Resources Officer with questions

SELF-PACED LEARNING OPPORTUNITIES

Embark on a personalized learning journey with our self-paced learning opportunities at PFCU.

Fuel your intellectual curiosity with education assistance, empowering you to pursue further studies. Dive into a world of knowledge through online learning platforms, accessible at your own pace. Tailor your expertise with role-specific opportunities, ensuring that your professional development aligns seamlessly with your career goals.

Take control of your learning experience and unlock your full potential with our diverse offerings.

EDUCATION ASSISTANCE

Employees taking college classes or training that directly relates to improving their ability to better perform their duties or to stay abreast of the changing environment within their position will be reimbursed for tuition or costs directly relating to the class or program, including required books/materials.

To receive educational assistance, the following criteria is required:

- The employee has been employed by PFCU for at least 180 days.
 - Course(s) must be taken through an accredited college or university.
 - The course(s) must be applicable to employee's current position and/or the financial services/business industry.
 - After completing the course, a grade of at least a C or 2.0 or higher is achieved.
 - The course has been approved prior to enrollment by PFCU's Executive VP or President/CEO.

The Credit Union will provide full-time employees 100% and part-time employees 50% of tuition expense assistance, including books and other course materials, up to a total maximum amount of \$5000 for full-time employees and \$2500 for part-time employees per calendar year, provided the above requirements have been met and approval has been granted.

Contact the Training Department with questions

ONLINE LEARNING

TLC

All employees will be set up on "The Learning Center," an online training platform for credit union and PFCU-specific training courses. There are also hundreds of skill development programs available.

CUES

PFCU provides a Learning Portal membership to interested employees; access to hundreds of resources through CUES, an organization dedicated to provide CU professionals with the resources needed to reach their greatest potential. Learn more [here](#), & contact the Chief Human Resources Officer for login info.

CUNA

PFCU has purchased the [CUNA](#) (Credit Union National Association) Training Bundle, giving everyone access to live sessions, recorded webinars, & more! Contact traingrp@pfcu4me.com for assistance setting up your account.

ROLE-SPECIFIC OPPORTUNITIES

For training tailored to your role (or desired career path), please reach out to your direct supervisor or traingrp@pfcu4me.com to assist you in finding specific opportunities and resources that fit your goals. This is also great time to request a [mentor](#) who can work with you one-on-one on a regular basis.

OTHER

PAID TIME OFF (PTO)

Employees receive PTO hours on January 1st for the preceding calendar year. Employees are required to use 70% of their PTO hours during the calendar year. When an employee calls in sick or goes home sick, they will be paid from their available PTO hours. Additionally, one consecutive week must be taken each year.

Length of Service	Full Time Earn	Part Time Earn
1-4 years	144 hours	75 hours
5-9 years	184 hours	95 hours
10-14 years	224 hours	110 hours
15 or more years	240 hours	125 hours

BEREAVEMENT

PFCU offers protected, paid bereavement leave for many unfortunate losses. Five days are granted in the event of the death of a spouse or child. Three days for immediate family (including in-laws) or niece/nephew. One day for an aunt, uncle, or grandparent (including in-laws). If a relation was not listed, an employee may be granted one day of leave, using PTO or unpaid if PTO is unavailable. Please refer to the handbook for more information.

EMPLOYMENT REFERRAL PROGRAM

PFCU will pay a current referring employee a referral bonus of \$600.00 for each referred/hired candidate (\$200 on the referred candidate's first day, \$200 after they complete the 6-month training period, & another \$200 after 1 year).

WE CARE PROGRAM

PFCU offers a voluntary bi-weekly payroll deduction of \$0.50 called We Care. This fund is used internally to assist our team members that may be experiencing unexpected hardships (serious illness, personal loss, displacement, etc.).

EMPLOYEE RESOURCE GROUPS

PFCU offers a variety of internal resource groups to support employees, these include military, disability, LGBTQIA+, and more! These groups are designed to help get our employees connected in the community, as well as propelling PFCU forward with employee-led initiatives. For example, the Military Connected group collects worn out flags every year for proper flag retirement ceremonies, the disability group was able to get "pocket money brailers" into every branch (so that our team could stamp bills for members who are unable to see the denominations).

INTERNAL REWARDS PROGRAM - MY MARC OF EXCELLENCE

All employees will receive recognition for their service, support & positive team collaboration that aligns with PFCU's culture. The My MARC of Excellence Program rewards employees that demonstrate positive behaviors & outstanding credit union advocacy through volunteerism, change management, self-development & an exceptional member experience. Points from the program can be turned in for gift cards, extra PTO, & more!

DRESS-DOWN DAYS

We nominate 4 charities per year to receive dress down day funds. There are a variety of contribution options, enabling employees to wear jeans and/or tennis shoes are various times throughout the week. For example, a \$10 contribution allows you to wear jeans *every day* (providing you have PFCU brand wear as a top). Brand wear funds are provided to all staff as well, so you can be reimbursed for PFCU-branded clothing purchases!

EMPLOYEE PROFIT SHARING

PFCU may pay out profit sharing to current eligible employees, provided there is net income. This is discretionary.

ANNIVERSARY BONUS

When achieving milestone anniversaries, in five-year increments, the employee will receive the corresponding award amount outlined. The Anniversary Bonus is discretionary & should not be considered as part of your salary: \$250 for 5 years, \$500 for 10 years, \$750 for 15 years, \$1,000 for 20 years, \$1,500 for 25 years, \$2,000 for 30+ years (every 5).

RETIREMENT RECOGNITION

At the time of retirement, all regular full-time or part-time employees may be eligible for a retirement recognition. To qualify, the employee must be at least 55 years of age & with the number of years of service plus their age needs to equal 65 or greater. For each year of service, the employee will receive \$100.00. This is discretionary.