



**2023 FULL-TIME  
EMPLOYEE BENEFITS**  
FOR ELIGIBLE EMPLOYEES

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**Blue Federal Credit Union is committed to offering employees a plethora of benefits to support the whole person perspective. Our benefits focus on physical, psychological, professional, emotional intelligence, social, and spiritual aspects.**

**This overview is designed to acquaint you with the benefits offered. This document is not all-encompassing, but intended to provide you with a summary of some of the credit union's benefits.**

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## HEALTH BENEFITS

Coverage effective 1<sup>st</sup> of the month following hire date.

- Health Insurance
- Vision Insurance
- Dental Insurance
- Flexible Spending Accounts / Dependent Care

## DISABILITY AND LIFE INSURANCE BENEFITS

### **Short-Term Disability Insurance**

100% Employer paid benefit for employees who work 30 or more hours. Provides a portion of base wages for up to 90 days if unable to work. Coverage effective 1st of the month following full-time hire.

### **Long-Term Disability Insurance**

100% Employer paid benefit for employees who work 30 or more hours. Provides a portion of base wages up to normal retirement age if unable to work. Coverage effective 1st of the month following hire date.

### **Accidental Death and Dismemberment Insurance**

100% Employer paid benefit for employees who work 30 or more hours. Monetary benefit depends on loss – up to 2x annual salary; coverage effective 1st of the month following hire date.

### **Life Insurance**

100% Employer Paid. Coverage effective 1st of the month following hire date. Coverage equal to 2x annual salary.

## RETIREMENT BENEFITS

### **401(k) Safe Harbor Plan**

The credit union has established an Employee Earnings Share Plan/401(k) saving plan to provide employees the potential for future financial security for retirement. You are eligible to join the Earnings Share Plan/401(k) savings plan on your hire date. You will become eligible to receive the employer match after 90 days of employment.

The Credit Union may also make a profit-sharing contribution at year-end in addition to the regular employer match amounts. When a profit-sharing contribution is made, each eligible employee will receive a pro-rata share of the contribution based on pay.

Employees must be employed on the last day of the plan year to participate in any profit-sharing contributions made by the Credit Union.

## PAID TIME OFF BENEFITS

### **Paid Time Off**

Eligible employees begin accruing and are able to utilize personal time off immediately. Hours accumulated per pay period depend on length of service and full- or part-time status.

### **Paid Holidays**

Blue Federal Credit Union pays eligible employees holiday time for all federally recognized holidays provided the Federal Reserve is closed on a business day. Typically, paid holidays include:

- New Year's Day
- Birthday of Martin Luther King, Jr.
- President's Day
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Columbus Day
- Veteran's Day
- Thanksgiving Day
- Christmas Day
- Cheyenne Day/CFD\*
  - Employees that do not live in Cheyenne will receive a float day to be used by the end of the calendar year.

### **Birthday Float Day**

All full and part-time employees will receive a floating birthday holiday that can be used on or after their birthday day and before the end of the year.

### **Mental Wellness Float Days**

Mental wellness days are for those times when an employee needs to focus on mental wellness and are not to be used for lengthening vacation/PTO.

### **Bereavement Leave**

Employees are granted paid leave in the unfortunate event of a death within the employee's family.

### **Time Off to Vote**

The credit union encourages employees to fulfill their civic responsibilities by participating in elections.

## MISCELLANEOUS BENEFITS:

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

100% Employer Paid. Benefit provides assistance services for issues regarding Relationships, Emotional Wellness, Work & Career, Financial & Legal, Parenting & Child Care, and Senior Life to ALL members of the employee's family.

### **Wellness Program**

Blue promotes a multidimensional wellness focus on our mind, body and soul. The program promotes wellness with education on stress management, financial wellness, health and fitness through team challenges and individual goal setting. Throughout the year this program focuses on different topics that are announced via the intranet and members of the wellness committee. Most recently, we are excited to announce the rollout of a new wellness platform designed to put mental health support right at your fingertips.

### **Recognition Program**

Our culture at Blue is one of positivity and support for each other. Our recognition platform is a real-time recognition site that allows you to receive and send recognition from fellow employees. As you earn points for being awesome you can purchase items from the rewards catalog.

### **Financial Wellness Program**

This program will help you take control of your money, get out of debt, save, and invest with a proven, step-by-step plan. Through video lessons and interactive tools, you'll learn how to conquer your money goals once and for all. It's free, it's confidential, and, best of all, and it's FUN! More than 2.5 million families have used this plan and taken control of their money, and you can too!

### **Tuition Reimbursement Program**

Blue Federal Credit Union provides tuition reimbursement for tuition, books and fees for coursework taken with the intent of enhancing personal and/or professional ability within their current job or a job the employee may aspire to within the organization. The Credit Union must have sufficient funds available to cover the costs. Maximum allowable reimbursement determined by position.

### **Partnership with Local Universities**

Blue has partnered with local universities to provide opportunities for our employees to pursue their education at a discounted rate. These universities offer 24+ online bachelor's degree programs and 8+ online graduate degrees. Online courses are accessible from anywhere. 10% Tuition discount for employees, waived application fee, and access to a personal student success advisor.

### **Volunteer Reward and Recognition Program**

The Do Good and Volunteer Benefit is intended to provide opportunities for employees to be compensated for time spent volunteering in the community and/or at Blue sponsored events.

### **Employee Referral Program**

If you recommend someone who is hired at Blue FCU on a full-time, regular basis and who is still employed by the Company after 90 days, you are eligible to be paid a recruiting bonus.

## MISCELLANEOUS BENEFITS CONTINUED:

### **Foreign Language Proficiency Pay**

The credit union may pay extra for non-exempt employees who speak additional languages or are proficient in sign language.

### **Angels Account**

We're a family here at Blue and support each other when one of us is going through a difficult time. The Angels account is an account for employees funded by employees, and funds are only available if enough is in the account. Any employee can request funds from this account for circumstances such as not being able to pay bills due to unforeseen circumstances, travel expenses to attend a family member's funeral out of state, or financial support after their home burns down. If a circumstance arises reach out to your manager first for approval and they will notify the Manager or VP of HR

### **Travel Assistance Program**

This program immediately connects you to qualified healthcare providers, hospitals, pharmacies, and other services if you experience an emergency while traveling more than 100 miles away from your permanent residence, or in another country.

## BLUE FEDERAL CREDIT UNION EMPLOYEE BENEFITS

### **Reduced Loan Rates for Employees**

Employees are eligible for reduced rates on consumer loans, HELOCs and Second Mortgages (on primary residence) after 3 months of service. The rate may be reduced a determined percentage below what the normal (non-discounted) rate would be, but not going below the membership floor rate. The following loans are excluded from the discount: Courtesy Pay, First Mortgage, Holiday, Pay Day, Share Secured and Term Share Secured.

### **First Mortgages**

- Reduced Origination Cost Discount
- Process and Underwriting Fee is Waived

### **Loan Fees**

- Reduced Secured Loan Origination Fee

### **Select 'No Charge' Products and Services**

In order to provide excellent member education regarding products and services, some of our services are offered at no charge to employees to encourage use and increase knowledge – the following products and/or services are included as an employee benefit:

- Share Drafts (Free checks)
- Official Checks
- Wire Transfers
- Temporary Checks
- Stop Payment Actions
- EZ Net Bill Pay
- IRA Annual Fee
- Safe Deposit Boxes (may be limited to smallest size and availability)

## BLUE FEDERAL CREDIT UNION EMPLOYEE BENEFITS CONTINUED:

### THE BLUE CULTURE

At Blue, taking care of our members is our number one priority, but making sure that we offer an excellent place to work and give back to our communities are vitally important to us. That's what drives all of us at Blue to do great things each day. We encourage and provide ways for our staff to volunteer for causes they are passionate about, like paid time off to volunteer! Together we can do good for the people and communities we serve.

#### **At Blue, we value a culture that is intentional about having FUN at work!**

##### **Culture Ambassadors**

A devoted team committed to building a positive, united and equitable company.

##### **Emerging Leaders**

Two-year program growing the future leaders of Blue.

##### **Altitude Leadership Development Program**

Ongoing leadership training for current leaders throughout their career at Blue.

##### **Robust New Employee Orientation**

We offer a vigorous 4-day NEO course, introducing all new employees to our culture, departments throughout Blue and our values/mission. Our culture is engagement focused and committed to partnering with our new hires every step of the way... starting with their 1st day of employment and then followed-up with 1-on-1 journey mapping sessions scheduled throughout the new hires 1st year of employment.

##### **Weekly All Company Training**

Every Wednesday morning all employees and departments take 1 ½ hours and focus on training. Trainings are a rotation of all company updates/training, department trainings and team building.

##### **Shadow and Mentor Opportunities**

Internal promotion and helping our employees seek out and achieve their career goals is an important part of our culture here at Blue. Employees are encouraged to shadow other departments which they may be interested in and seek a mentor to help develop the pathways towards their future.

##### **Quarterly Celebrations**

We celebrate our employee anniversaries and birthdays each quarter.

##### **Dress up days**

We celebrate ALL the holidays, and even make some up just to add excitement to the day.

##### **Musical Performances by Employees**

Regular performances by our employees, featuring their musical talents.

##### **Annual All Employee Discovery Day**

We come together as a full staff for training, team building, contests wrapped into a day of pure fun!

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## DIVERSITY, EQUITY, AND INCLUSION (DEI)

### **Diversity, Equity, and Inclusion Employee Committee**

Our committee is made up of employees from a variety of locations, backgrounds, ages, races, genders and positions that work together to bring a heart of DEI to Blue.

### **DEI Training**

During our New Employee Orientation we dive into Blue's culture and value of diversity, equity and inclusion of all members and staff. Regular DEI training is provided by our Culture Team.

### **Employee Resources Groups**

ERGs create a space for employees (and their allies) who share a common identity to meet and support each other in creating a sense of belonging. The ERG's we currently offer include BIPOC, ADAPT, Parents and Caregivers and LGBTQ+.

### **Cultural Awareness Activities**

We offer our employees articles, activities and trainings focused on diversity, holidays around the globe and cultural awareness.



