



Employee Benefits

Why Join Our Team?

Purdue Federal Credit Union is Greater Lafayette's largest locally-owned financial institution. Since we were founded in 1969, we have seen tremendous growth in assets and membership. As a nonprofit organization, our goal is simple—to be our members' trusted financial partner for life! And we couldn't do it without our dedicated employees.

Purdue Federal is committed to providing employees with a rewarding employment experience. We are proud to offer the following benefits.

Credit Union Membership & the Purdue Federal Visa® Credit Card

As an employee of Purdue Federal, you are eligible for credit union membership upon your hire date, and your pay will be automatically deposited into your account. Your employment and membership will also qualify your spouse and all your immediate family members for membership at Purdue Federal. Your employment status also elevates your primary account to our top My Member Perks status. Visit purduefed.com/perks to learn more.

As a Purdue Federal employee you may be eligible to receive a Purdue Federal Visa® Credit Card upon your hire date so you too can experience the incredible benefits this card offers.

2021 Paid Holiday Schedule

Upon your hire date you are eligible for the paid holidays Purdue Federal observes:

New Year's Day	Jan. 1
President's Day	Feb. 15
Memorial Day	May 31
Independence Day	July 5
Labor Day	Sept. 6
Veteran's Day	Nov. 11
Thanksgiving Day	Nov. 25
Christmas Day	Dec. 25

Health Insurance Premiums

Employees who are scheduled to work 30 hours a week or more are eligible for Purdue Federal's group health insurance plan, with the insurance being effective on the first day of the month following 30 days of employment.

Purdue Federal offers a comprehensive medical care plan with protection against catastrophic losses, including prescription drug benefits. Coverage is available through a HDHP. Dental and Vision plans are also available. The 2021 bi-weekly premiums are as follows:

Medical HDHP

Employee Only	\$37.00
*Employee/Spouse	\$74.00
Employee/Child	\$60.00
*Employee/Family	\$83.00

Dental and Vision

Employee Only	\$7.38
Employee/Spouse	\$13.85
Employee/Child	\$12.00
Employee/Family	\$20.31

**\$100 per month (\$46.15 per pay period) surcharge for working spouses with health insurance options.*

HSA – Health Savings Account

All employees who elect Purdue Federal's High Deductible Health coverage will receive a bi-weekly HSA deposit from Purdue Federal. This deposit is based on the level of coverage and does not apply to employees with dual coverage.

Life Insurance

Full-time employees who are scheduled to work 30 hours a week or more are provided with a term life insurance policy, which has a death benefit of 1 1/2 times your annual salary. Coverage is effective the first day of the month following 90 days of employment. Options for additional life insurance and dependent life insurance are also available.



Employee Benefits

Paid Time Off (PTO)

New employees will be given their first bi-annual allotment on their date of employment. The amount of time off will be pro-rated based on hire date. The number of paid time off **days** you receive is based on your length of service at Purdue Federal according to the following schedule:

Years of Service	Non Exempt	Exempt
0 to < 3 years	16	21
>3 to < 7 years	21	26
7 to <15 years	26	31
15+ years	31	36

**All employees are required to take 5 consecutive days off each calendar year.*

Birthday Time Off (BTO)

Every employee will be given birthday time-off each calendar year. Take your special day off work and celebrate YOU!

Volunteer Time Off (VTO)

All regular full-time and part-time employees are given a total of 8 VTO hours each calendar year to volunteer their talents with a local non-profit organization of their choice.

Long-Term Disability

Insurance that pays 2/3 of regular earnings beginning the 61st day of a disability. Coverage is effective after 12 months of full-time employment with Purdue Federal.

Short-Term Disability

After 5 consecutive days off for personal illness short-term disability begins, paying employees a percentage of their salary for up to 7 weeks. This benefit is available after 12 months of full-time employment with Purdue Federal.

Maternity Leave

After 90 days of service, Purdue Federal will provide up to eight (8) weeks of 100% paid maternity leave to full-time employees to support new mothers after the birth of a child. Employees may combine FMLA leave with Maternity Leave to extend time past eight weeks. Family Medical Leave Act (FMLA) provides

eligible employees up to 12 weeks of unpaid, job-protected leave per year.

Parental Leave

After 90 days of service, Purdue Federal will provide up to two weeks (80 hours) of 100% paid parental leave in order to assist and support new parents with balancing work and family matters. This policy provides eligible employees with a period of paid time off for activities related to the care and well-being of their newborn or adopted child.

401(k) Retirement Plan

Employees who are at least 18 years of age may enroll in the Purdue Federal 401(k) Plan employee deferral. You are automatically enrolled on the first day of the month following 30 days of employment. You may contribute up to the federal limit and **Purdue Federal will contribute up to 8%*** of your eligible compensation once eligibility requirements have been met. You choose how to invest the funds. Employer contributions are based on the following vesting schedule.

Years of Vesting Service	% Vested
After 2 years	20%
After 3 years	40%
After 4 years	60%
After 5 years	80%
After 6 years	100%

**This contribution is discretionary as defined by our Plan.*

Employee Loan Perks (0% APR*)

Purdue Federal offers a 0% APR clothing loan to any employee in good standing who has completed 90 days of employment, for the purchase of business attire.

We offer a 0% APR computer loan to any employee in good standing who has completed 1 year of employment, for the purchase or upgrade of hardware and/or software for their home computer.

We also offer a 0% APR fitness loan to any employee in good standing who has completed 1 year of employment for personal fitness equipment.

** All loans subject to credit approval.*



Employee Benefits

Employee Recognition & Rewards

Purdue Federal has several recognition programs. We celebrate monthly support stars, monthly sales stars, birthdays, anniversaries and five year milestones! We also have a Flying Fish program designed by Purdue Federal employees to “make each other’s day” and recognize staff for going above and beyond the call of duty.

Purdue Federal values their employees and offers a variety of rewards throughout the year. These reward options are discussed during Orientation.

Education Reimbursement

Purdue Federal offers financial assistance for employees taking courses at accredited institutions. Purdue Federal will reimburse eligible expenses in an amount not to exceed \$5,250 in a calendar year. The course must be pre-approved by management and HR prior to the start date of the course. Full-time employees are eligible on their hire date. Employees must continue working full-time (30 hours or more per week). Courses cannot be taken during business hours. Reimbursement will be made along these grading guidelines:

- A: 100% Tuition & books paid
- B: 100% Tuition paid
- C: 50% Tuition paid

A full explanation of the benefits outlined in this brochure is provided once becoming an employee of the credit union.

Health and Wellness

Your health and wellness are very important to Purdue Federal. We are very excited to offer a fitness facility located in the lower level of our Win Hentschel Blvd. location. All employees are encouraged to take advantage of this facility. We also offer various health screenings, seminars during lunch, flu shots, blood drives and many other healthy initiatives.

Along with the health and wellness of employees, Purdue Federal is also committed to improving the community. Therefore, smoking is not permitted in any Purdue Federal location, in parking areas or anywhere on the grounds of the credit union.

Employee Referral Program

We have found that many of our long-term employees were referred to us by current employees. Therefore we developed the Employee Referral Program. Now you can be compensated for helping us find great employees!

EAP (Employee Assistance Program)

You, your spouse, your children and your parents are each eligible upon your hire date for up to eight (8) short-term counseling appointments. All appointments are confidential.

COMPANY CORE VALUES

Honesty & Integrity | *Pride* & Ownership | *Mutual* Respect