



# Employee Benefits

## Why Join Our Team?

Purdue Federal is 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 tier ([www.purduefed.com/perks](http://www.purduefed.com/perks)).

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

### 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!

### Health and Wellness

Your health and wellness is very important to Purdue Federal. We are very excited to offer a fitness facility located in the lower level of our Headquarters. All employees are encouraged to take advantage of this facility. We also offers 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 image of the organization. Therefore, smoking is not permitted in any Purdue Federal office locations, in parking areas or anywhere on the grounds of the credit union.

### 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 per presenting problem. All appointments are confidential.

### Employee Recognition

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.

### 2016 Paid Holiday Schedule

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

New Year's Day	Jan. 1
Martin Luther King Jr. Day	Jan. 18*
President's Day	Feb. 15
Memorial Day	May 30
Independence Day	July 4
Labor Day	Sept. 5
Columbus Day	Oct. 10*
Veteran's Day	Nov. 11
Thanksgiving Day	Nov. 24
Christmas Day	Dec. 25 ( <i>observed 12/26</i> )

\* Indicates an all-staff training day. Attendance required.

### Company Core Values:

Honesty & Integrity // Pride & Ownership  
Mutual Respect



The credit union was voted best places to work by the Indiana Chamber.



## Health Insurance Premiums

Employees who work 30 hours a week 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 choices include the traditional PPO plan or the HDHP/HSA. Dental and vision benefits are also available. The 2016 monthly premiums are as follows:

	Medical PPO	Medical HDHP/HSA
Employee Only	\$206.00	\$72.00
Employee/Spouse	\$490.00	\$140.00
Employee/Child	\$410.00	\$120.00
Employee/Family	\$674.00	\$170.00

## Dental and Vision

Employee Only	\$16.00
Employee/Spouse	\$30.00
Employee/Child	\$26.00
Employee/Family	\$44.00



## Bonus/Purdue Federal Bucks

Employees can earn "Bonus/Purdue Federal Bucks" to assist with the cost of casual wear and any community fund raising events in the following incentive programs:

1. Completion of new hire orientation.
2. Flying Fish: A recognition program designed by Purdue Federal employees to "make each other's day" and recognize other employees for going above and beyond the call of duty.
3. New employee referrals.
4. Purdue Federal giveaways.
5. Employee appreciation.

## Life Insurance

Full-time employees who work 30 hours a week 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.

## Paid Time Off (PTO)

Following 90 days of employment non-exempt employees will be given their first allotment of PTO based on the following schedule:

Years of Service	Non Exempt	Exempt
1 to < 3 years	16 days	21 days
>3 to < 10 years	21 days	26 days
10+ years	26 days	31 days

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

Exempt employees receive their PTO allotment immediately.

## Volunteer Time Off (VTO)

Following 90 days of employment employees will be given a total of 8 VTO hours to volunteer their talents with a local non-profit organization of their choice.

## Employee Loan Perks (0% APR\*)

Purdue Federal offers a 0% 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% 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% 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.

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You may be eligible for a Purdue Federal Visa.



## Long-Term Disability

Insurance that pays 66 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 60 days. This benefit is available after 12 months of full-time employment with Purdue Federal.

## 401(K) Retirement Plan

Employees who are at least 21 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. Employee may contribute up to \$18,000 of your salary (up to federal limits) and Purdue Federal will contribute 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 Service	% Vested
After 2 years	20%
After 3 years	40%
After 4 years	60%
After 5 years	80%
After 6 years	100%

## Education Reimbursement

Purdue Federal offers financial assistance for employees taking relevant, job-related courses at accredited institutions. Purdue Federal will reimburse eligible expenses for approved courses in an amount not to exceed \$3,500 in a calendar year. The course must be pre-approved by management and HR prior to the start date of the course and the employee must have completed at least 12 months full-time employment. Employees must continue working full-time (30 hours 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.

## Service Center Locations

Purdue Federal provides free parking at all of our branch locations.

### West Lafayette

- Win Hentschel  
1551 Win Hentschel Blvd. (US 52 W)
- Northwestern Ave.  
516 Northwestern Ave.
- Purdue Memorial Union  
101 N. Grant Street, Room 163

### Lafayette

- Union Street  
1520 Union Street
- 26 Crossings  
4709 Meijer Court
- Veteran's Memorial Pkwy.  
1725 E. County Rd. 350 S.
- IVY Tech, Room 1364  
3101 South Creasy Lane

### LaPorte

- Monroe Street  
3404 Monroe Street

### Westville

- Purdue North Central  
Room L-111, A&B, Library-  
Student-Faculty Building

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