

# STCU benefits at a glance



**At STCU, we value your contributions to our success and want to provide you with a benefits package that protects your health and helps your financial security, now and in the future. We continually look for valuable benefits that support your needs, whether you are single, married, raising a family, or thinking ahead to retirement. We are committed to giving you the resources you need to understand your options and how your choices could affect you financially.**

## INSURED BENEFITS

Employees and their families are eligible to elect medical and vision coverage through Premera Blue Cross or Kaiser Permanente and dental coverage through Washington Dental Service.

## DISABILITY BENEFITS

STCU provides employer paid long term disability coverage for employees.

Washington employees are covered by the Washington State Paid Family & Medical Leave benefit.

Oregon employees are covered by Oregon paid leave. Non-Washington and non-Oregon employees are able to elect voluntary short-term disability coverage.

## LIFE INSURANCE & AD&D

STCU provides employer paid life insurance & AD&D coverage.

Employees are eligible to elect voluntary life insurance for themselves and eligible family members.

## TAX-SAVINGS BENEFITS

Employees are eligible to contribute to the 401K plan on the first day of the month following 90 days of employment. After one year of employment, STCU will match 100% of your contribution up to 5%. After two years of employment, STCU contributes an additional 5% of the total compensation of all eligible employees.

Employees may elect to participate in the Healthcare Flexible Spending Account (FSA) or Dependent Care Flexible Spending Account (FSA).

## TIME OFF PROGRAMS

Personal time off (PTO) accrues monthly, based on hours worked and tenure. PTO hours are also given upon hire.

STCU observes 11 paid holidays yearly.

Employees receive 16 hours paid time to volunteer in the community annually.

Employees receive a day off to celebrate their birthday or STCU anniversary.

## COMPENSATION

Eligible employees share in the credit union's success with a bonus paid out twice a year.

Employees in certain positions receive commission-based pay.

Employees whose positions require they are bilingual receive a differential for all hours worked.

## OTHER PROGRAMS and BENEFITS

Wellness program with incentives throughout the year.

Generous tuition reimbursement benefit.

Infertility and adoption assistance.

Commuter Trip Reduction program incentives.

Employee Assistance Program.

Worldwide Travel Assistance.

Identity Theft Protection program.

On-site cafeteria at HQ.

On-site fitness facility at HQ.

Free on-site snacks.

Monthly gift card drawings.

Pet adoption benefit.

Milestone anniversary recognition.