



GreenState Credit Union recognizes that its success is largely due to the quality work and diverse talents of its employees. As part of our ongoing commitment to our employees—our most valuable resource—we strive to provide competitive salaries and a comprehensive benefits package.

Flexible Time Off (FTO) & Flexible Time Off-Unscheduled (FTU)

A Flexible Time Off (FTO) benefit is designed to foster a balance between work and home for all part-time exempt and non-exempt staff. FTO is considered any time off taken with greater than 24-hour notice. Through FTO, time away is not based on a bank of accruals. Rather, employees take time off at their discretion (and upon supervisor approval) to attend to personal needs. Many of us struggle to find the sweet spot where we feel valued and appreciated in our professional lives without having to sacrifice our personal lives. FTO uses an innovative approach to achieve that universally desired, but hard-to-find balance. Our goal is to further enhance our culture of trust where employees are empowered to manage their time which, in turn, allows them to return to work refreshed and ready to serve. FTO empowers employees to take ownership of their time and success, allowing them to return to work refreshed and ready to serve. Part-time exempt and non-exempt staff are also eligible for Flexible Time Off-Unscheduled (or FTU), which is time off taken with less than 24-hour notice. FTU is limited to 40 hours per year for part-time staff. Both FTO and FTU benefits are available to use beginning date of hire.

Medical Leave

Family Medical Leave Act (FMLA) is designed to help employees balance their work and family responsibilities by allowing them to take unpaid leave for certain family reasons. GreenState Credit Union enhances the Family Medical Leave Act (FMLA) by offering paid leave, provided applicable policy provisions are met. Part-time exempt and non-exempt staff are to use paid Medical Leave for any continuous or intermittent extended illnesses for employees or immediate family members and follow provisions of our FMLA policy. GreenState Credit Union will provide up to two weeks of 100% paid medical leave; following two weeks, we will provide paid leave at 80% of the employee's wage for up to an additional 10 weeks. To be eligible, the employee must have worked at GreenState Credit Union for:

- At least 12 months and
- At least 1,250 hours during the year preceding the start of the leave.

Parental Leave

To enable an employee to care for and bond with a newborn, or newly adopted or placed child, GreenState Credit Union provides six weeks of 100% paid parental leave to all part-time exempt and non-exempt employees. This policy provides eligible employees with a period of time off for activities related to the care and well-being of their newborn or adopted child.



To be eligible, the employee must have worked at GreenState Credit Union for:

- At least 12 months and
- At least 1,250 hours during the year preceding the start of the leave.

Holidays

GreenState Credit Union recognizes 12 paid holidays each year. Full-time exempt and non-exempt employees receive eight hours of holiday pay for the designated holidays. If a holiday falls on a weekend, GreenState generally closes on the nearest weekday that aligns with the holiday.

Sabbatical Leave

A Sabbatical Leave Program is available for all staff. Employees are eligible for a continuous four-week paid sabbatical leave after 15 years of service, with a second sabbatical available 10 years after the first. This sabbatical leave promotes a healthy balance between work and home and encourages both personal and professional growth through an extended leave period. There are specific guidelines and/or wait periods apply for rehired or acquired staff.

Employee Assistance Program (EAP)

The success of GreenState Credit Union relies heavily on the productivity, creativity and the health of its employees and their family members. Our EAP provides free, confidential services to employees and their immediate family members in an effort to help identify, prevent, or solve a wide range of personal problems before they begin to affect and interfere with daily job performance or health. The EAP has trained specialists on staff 24 hours a day, seven days a week. Staff or immediate family members may contact the EAP directly at any time. The assistance sought is held in the strictest of confidence. The employee's right to privacy is one of the most crucial aspects of this program. The cost of initial assessments and short-term counseling is covered by the credit union. Continued treatment or additional services are at the expense of the employee or family member but may be covered by health insurance plans. Problems don't have to be solved alone. EAP is just a phone call away, 24 hours a day, and seven days a week.

401(k) Retirements Savings Plan

GreenState Credit Union is pleased to partner with Principal in providing employees with an opportunity to save for retirement. Employees may choose to participate in a Standard tax-deferred or Roth 401(k) retirement savings plan. Our tax deferred 401(k) retirement savings plan offers many advantages in comparison to utilizing typical savings accounts. With a 401(k) plan, the money invested is tax deferred—no taxes are taken out. Additionally, the interest earned on investments grows without having taxes withheld, so the total grows more quickly than it would without this tax advantage. With a Roth plan employees pay taxes on employee

Benefits Overview for Part-time Staff



contributions now, and then upon retirement, no money (including earnings) is taxable upon withdrawal.

Employees are eligible to participate in the 401(k) plan beginning with the first payroll following 30 days of service and attainment of age 18. As a participant, an employee may elect to contribute up to the IRS elective deferral limit each calendar year. The credit union offers a Safe Harbor Match for all participating staff. GreenState Credit Union also provides a discretionary match opportunity based on both employee contribution levels and years of service. For staff that have participated in the plan for less than 5 years, the total match opportunity is up to 5% (safe harbor plus discretionary). For staff that have participated in the plan for 5 years or longer, the total match opportunity is 11% (safe harbor plus discretionary.)

Employees are always 100% vested in the contributions they choose to defer, as well as in the credit union's Safe Harbor Match contributions. Employees are vested in discretionary contributions after being employed for three (3) or more years in which 1000 hours or more have been worked.

Match calculations are as follows:

Employees with less than 5 years of service

Employee Contribution	Safe Harbor Match	Discretionary Match	Total
1.00%	1.00%	0.25%	1.25%
2.00%	2.00%	0.50%	2.50%
3.00%	3.00%	0.75%	3.75%
4.00%	3.50%	1.00%	4.50%
5.00%	4.00%	1.00%	5.00%
6.00%	4.00%	1.00%	5.00%
7.00%	4.00%	1.00%	5.00%
8.00%	4.00%	1.00%	5.00%
9.00%	4.00%	1.00%	5.00%
10.00%	4.00%	1.00%	5.00%
11.00%	4.00%	1.00%	5.00%
12.00%	4.00%	1.00%	5.00%

Benefits Overview for Part-time Staff



Employees with 5 years of service or more

Employee Contribution	Safe Harbor Match	Discretionary Match	Total
1.00%	1.00%	1.75%	2.75%
2.00%	2.00%	3.50%	5.50%
3.00%	3.00%	5.25%	8.25%
4.00%	3.50%	7.00%	10.50%
5.00%	4.00%	7.00%	11.00%
6.00%	4.00%	7.00%	11.00%
7.00%	4.00%	7.00%	11.00%
8.00%	4.00%	7.00%	11.00%
9.00%	4.00%	7.00%	11.00%
10.00%	4.00%	7.00%	11.00%
11.00%	4.00%	7.00%	11.00%
12.00%	4.00%	7.00%	11.00%

Business Casual Environment

GreenState Credit Union offers the option of business casual attire to allow alternatives to the regular business attire. Employees may choose to wear professional or business-casual attire Monday through Saturday. GreenState covers 50% of the cost of logo wear shirts or sweaters, with no limit on quantity. This is a great opportunity to not only represent the credit union but also to enhance work wardrobes at a very affordable cost.

Financial Well-being

GreenState Credit Union supports employees' financial wellness by offering competitive financial products and personalized guidance. Whether developing budget or savings plan, understanding and improving a credit report, buying a home, or planning for your financial future, GreenState Credit Union is the one-stop financial resource for all our employees.

- **Student Loans Interest Reimbursement** – Annually, GreenState Credit Union will reimburse qualifying employees for the interest payments made to their outstanding student loan debt under qualified Federal student loan programs. Minimum tenure requirements, along with annualized maximum payments apply.
- **CAPTRUST Investment Advice** – In addition to our partnership with Principal, GreenState Credit Union also partners with CAPTRUST to provide employees with access to professional, unbiased, retirement and investment advice as part of their retirement package. Employees can schedule an appointment for free to help determine how much to save and how to invest, and create a Retirement Blueprint™, a



comprehensive planning tool tailored to individual goals and objectives.

- **Home Equity Loans and Lines of Credit** – Employees do not pay documentation fees when closing on a home equity loan or line of credit.
- **Auto Loan Rate Reductions** – Employees receive a 1.00% rate reduction off of the GreenState standard loan rate if they are securing a new loan from GreenState for an automobile. This does not apply to refinancing for an already existing automobile loan from GreenState.
- **Mortgage Purchase or Refinance of Primary Residence** – Employees are eligible for the following benefits when purchasing or refinancing their primary residence. Exclusions include previously closed loans, Iowa Finance Authority (IFA) loans, and Illinois Housing Development Authority (IHDA) loans.
 - **0.125% off secondary mortgage rates**
 - **0.250% off in-house mortgage rates**
 - **\$500 off closing costs**