



# 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 Alumni Visa 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.

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 the Financial Mall. 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.

### 2011 Paid Holiday Schedule

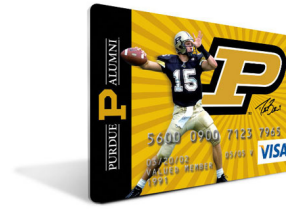
Upon your hire date you are eligible for the paid holidays Purdue Federal observes:

New Year's Day	Jan. 1
Martin Luther King Jr. Day	Jan. 17*
President's Day	Feb. 21
Memorial Day	May 30
Independence Day (Observed)	July 4
Labor Day	Sept. 5
Columbus Day	Oct. 10*
Veteran's Day	Nov. 11
Thanksgiving Day	Nov. 24
Christmas Day	Dec. 26

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

### Company Core Values:

Honesty & Integrity // Pride & Ownership  
Mutual Respect



You may be eligible for a Purdue Alumni Visa.

## Health Insurance Premiums

Employees who work 40 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 2011 monthly premiums are as follows:

HSA	Medical PPO	Medical HDHP/
Employee Only	\$134.00	\$42.00
Employee/Spouse	\$336.00	\$80.00
Employee/Child	\$270.00	\$64.00
Employee/Family	\$472.00	\$106.00

### 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 40 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.

## Employee Loan Perks (0% APR)

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

Purdue Federal offers a zero percent 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.

## 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 and have completed 90 days of employment may enroll in the Purdue Federal 401(k) Plan.

You may enter the plan the first day of the quarter following 90 days of employment. Employees may contribute a certain percentage of their 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:

<b>Years of Service</b>	<b>% Vested</b>
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 one course per semester (up to the per credit cost at Purdue University). 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 (40 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

Purdue Federal Financial Mall  
1551 Win Hentschel Blvd. (US 52 W)

Northwestern  
540 Northwestern Avenue

Purdue Memorial Union  
101 N. Grant Street, Room 163

### Lafayette

Union Street  
1520 Union Street

26 Crossings  
4709 Meijer Court

350 South  
1725 E. County Rd. 350 S.

### LaPorte

Monroe Street  
3404 Monroe Street

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Mutual Respect