PERKS OF THE JOB.
YOUR CAREER SOLVED.
At Firstmark Credit Union, we are committed to giving our full-time and part-time employees a complete benefits package that encourages financial and health protection, work-life balance, and professional growth.

### HEALTH BENEFITS

Plan Year: January – December
- Medical and Dental – Firstmark Credit Union pays a portion of employee-only premium for medical and 100% dental employee-only dental premium.
- Vision – Premium paid by employee.
- 401(k) Plan – Auto enrollment; Traditional and Roth, plus employer match plan
- Long-Term/Short-Term Disability
- Supplemental Insurance
- Flexible Spending Accounts – Dependent Care and Medical Care
- Wellness Program

### TIME OFF BENEFITS

- Vacation – Vacation is granted based on length of service and ranges from two to five weeks for full-time employees. Part-time employees earn vacation at half the rate of full-time employees.
- Sick Leave – Sick leave accrues up to a maximum of 480 hours or 60 days for full-time employees.
- Personal Leave – Full-time employees are provided six days of personal leave in January of every year while part-time employees are granted five days.
- Other Time Off – Additional time off includes most major holidays, employee’s birthday, voting, and paid time off for milestone anniversaries.

### RECOGNITION PROGRAMS

- Employee Referral Program – Provides $500 for non-management and $1000 for management positions to employees if the referred candidate is hired.
- Performance Reviews – All employees are reviewed annually.
- On-the-Spot Recognition Bonus – Immediate bonus for accomplishing significant project work or performance level.
- Service Awards – Recognizes employees at service milestones.
- Peer recognition program.
- Company Bonus - Based on achievement of credit union goals.

### LEARNING & DEVELOPMENT

- Educational Assistance – Provides reimbursement amounts for undergraduate degrees and graduate degrees based on tenure.
- All Staff Training Days – Training events devoted to interactive learning, camaraderie, fun, and information exchange.
- Leadership Development – Programs for employees who demonstrate leadership potential or perform leadership roles.
- Technical Training – Targeted at front-line or member-facing positions.
- Self-Development Programs
- New Hire Orientation
- E-Learning and Training Library
- Member Loyalty Training
- Product Knowledge
- The Mark – Company Intranet

### BENEFITS PACKAGE

Firstmark Credit Union offers a comprehensive benefits package for full-time and part-time employees.

<table>
<thead>
<tr>
<th>Benefit</th>
<th>FT</th>
<th>PT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical Insurance</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Dental Insurance</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Vision Insurance</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Life Insurance and AD&amp;D</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Long-Term/Short-Term Disability</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>401(k) and 401(k) Match</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Generous Paid Leave</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Education Assistance</td>
<td>✓</td>
<td>✓</td>
</tr>
</tbody>
</table>
EMPLOYEE ENGAGEMENT OPPORTUNITIES

- Wellness Program – Encourages employees to participate in wellness activities and maintain a healthy lifestyle.
- Coffee with the President – An opportunity for employees to spend time with the President in a casual setting.
- Great Ideas – A forum for capturing employee ideas.
- Employee Appreciation Events/Activities
- The Pulse – Monthly survey to gauge employee engagement
- Knowledge Sharing – An opportunity for employees to show off their talent by publishing articles on the company’s Intranet.
- 360 Degree Survey – A survey to capture feedback from the manager’s peers, supervisor and direct reports.
- Employee Engagement Survey – Annual survey to solicit feedback from employees.
- Volunteer Opportunities
- Town Hall Meetings
- Employee committees designed to foster teamwork and fun

OUR VALUES

T – Truthfulness: I will be truthful and honest in my actions, words and deeds.
E – Empowerment: I will go above and beyond to anticipate needs, offer assistance and provide solutions.
A – Adaptability: I will embrace change, responding quickly and creatively to any situation.
M – Motivation: I will use my talents to influence a culture of excellence.
W – Wisdom: I will apply sound judgment and utilize all my resources.
O – Ownership: I will confidently and consistently deliver what I promise.
R – Respect: I will be empathetic to others’ needs and treat them with dignity.
K – Knowledge: I will be responsible for my self-development, sharing knowledge and experience by teaching others.

OUR MISSION

A member-owned and locally-controlled financial cooperative dedicated to:

- Meeting the financial needs of its members
- Providing excellence in personalized service
- Offering innovative and comprehensive products and services
- Safeguarding member investments by maintaining financial strength
- Being a responsible employer by addressing the needs of the employees
- Being a responsible corporate citizen in the community

OUR VISION

To be our members’ first choice for innovative and convenient financial services delivered by friendly, dynamic employees who consistently strive to exceed expectations.