



Pelican State  
credit union

## 2012 Employee Benefits Summary

### Medical Plan



Pelican State Credit Union offers full-time employees a choice of either a comprehensive QHDHP with an HSA or a PPO health plan with Blue Cross/Blue Shield of Louisiana. These plans offer a wide array of services, including hospital and physician services, prescription drugs and preventive benefits. Coverage is available to you and your eligible dependents. **PSCU pays 95% of the employee premium** and 85% of your dependent premium. Full-time employees are eligible on the first of the month following 30 days of employment.

### Dental Plan



Our dental plan with Sun Life Financial includes preventative, restorative and prosthodontic coverage, as well as orthodontia coverage. **PSCU pays 100% of the employee premium** and a generous portion of your dependent premium. Full-time employees are eligible on the first day of the month following 30 days of employment.

### Vision Plan



Our vision plan with AlwaysCare Vision includes scheduled benefits for annual eye exams, eyeglass frames and lenses, and contact lenses. **PSCU pays 100% of the employee premium** and a generous portion of your dependent premium. Full-time employees are eligible on the first day of the month following 30 days of employment.

### Basic Life/AD&D Insurance



PSCU provides a Basic Life/AD&D policy equal to two times your annual base salary. This benefit is provided to full-time employees at no cost.

### Voluntary Life Insurance



Full-time employees are eligible to purchase additional life insurance through our voluntary life insurance program. Insurance is available for employees/dependents at a group rate through payroll deduction.

### Supplemental Insurance



Full-time employees are eligible for other insurance coverage with Colonial Supplemental Insurance. This benefit is available for employees and their dependents at a group rate through payroll deduction.

### Short Term Disability



The short term disability benefit pays 66.67% of weekly covered salary. This policy has a benefit waiting period of 14 days with a duration of 13 weeks. PSCU provides this benefit to full-time employees at no cost after one year of employment.

### Long Term Disability



The long term disability benefit pays 66.67% of weekly covered salary after a 90 day waiting period. PSCU provides this benefit to full-time employees at no cost after one year of employment.

### 401(k) Plan



A 401(k) Retirement Plan is a benefit available to full-time employees (and part-time employees, based on meeting specific criteria) on the first day of the new quarter following one year of employment. **PSCU will contribute 5% of your annual salary to your 401(k) plan** and you may contribute up to \$17,000 of your annual salary on a tax-deferred basis. Vesting is calculated on a 6-year grading method.

### Vacation Leave

Full-time employees begin accruing vacation leave on their first day of employment. Depending on the number of hours worked and length of employment, employees are eligible to accrue up to 21 days each calendar year.

### Sick Leave

Full-time employees begin accruing sick leave on their first day of employment. Employees are eligible to accrue up to 12 days each calendar year.



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### ***Holidays***

All staff is paid for 14 holidays per year based on their regularly worked hours.

### ***Employee Assistance Program***

An employee assistance program is available for all staff enrolled in our benefit program. This program provides assistance with all confidential counseling needs via toll free phone call, 24 hours a day, 7 days a week. The program counselors will refer to a local counselor on an as needed basis.

### ***Tuition Reimbursement***

The Tuition Reimbursement Program is available to eligible employees in order to encourage their self-development and promote their improved effectiveness for not only themselves, but their department, and the Credit Union. This program is an optional benefit and is contingent upon the profitability of the Credit Union.

### ***Employee Accounts***

As an employee of PSCU, you are eligible for Credit Union membership and your pay will be automatically deposited into the account(s) of your choice. Your employment and membership will also qualify your family members for membership at PSCU. Employees are entitled to receive personal style share drafts at no charge on any checking account that lists them as either primary or joint account holder.

### ***Career Development***

We encourage you to improve your knowledge and skills in order to compete for other positions and advancement within PSCU. Career development planning is a key part of your performance review process. You and your supervisor, with assistance of HR, can design a development plan to better realize your potential at PSCU.

Current position openings are posted on PSCU email. You are encouraged to submit a resume for any opening for which you have qualifications and interest.

Internal and external applicants may be recruited for any opening. PSCU will hire from within where possible; however, the ultimate hiring decision will be made in the best interest of the credit union.

### ***Employee Development***

PSCU continuously provides training through various programs to increase your knowledge and also to prepare you for future internal advancement opportunities.