



GECU BENEFITS PACKAGE EFFECTIVE 1/1/2026

Paid Time Off (PTO)

- Paid Time Off (PTO) may be used for any purpose, including vacation, personal leave, illness, family illness, bereavement, or other personal matters.
- PTO begins accruing upon commencement of employment.
- You are eligible to take PTO at the start of the pay period following 90 days of employment.
- A full-time employee will accrue approximately 3 days of PTO after 90 days of employment.
- A part-time employee will earn PTO based on the number of hours worked during each pay period.
- Beginning in the second full year of employment, employees are required to take a minimum of five (5) consecutive days away from the office beginning on the second full year of employment.
- All employees are entitled to two paid bereavement days in the event of the loss of a close family member.

401(k) Retirement Plan

- Employees are eligible to enroll in the 401(K)-retirement plan beginning on their first day of employment.
- Participation becomes mandatory after one year of employment, requiring a minimum employee contribution of 5%. The Credit Union contributes an additional 6% of base pay.
- Full vesting occurs after three years of service, provided the employee has worked at least 1,000 hours each year.
- Eligible rollover contributions from prior employer retirement plans may be transferred into the GECU Retirement Plan prior to the one-year eligibility period.

Health, Dental, and Vision Insurance

- Coverage is effective immediately upon employment.
- Health insurance is provided through Blue Cross Blue Shield of Texas under a Preferred Provider Organization (PPO) plan, including medical and prescription coverage.
 - In-network: 80% paid by insurance / 20% employee responsibility
 - Out-of-network: 60% paid by insurance / 40% employee responsibility
- Dental coverage is provided through Blue Cross Blue Shield of Texas.
- Vision coverage is provided through VSP.
- The Credit Union pays 80% of the employee premium and 50% of dependent premiums.

Flexible Spending Accounts (Pre-Tax Benefit)

- Health insurance premiums are deducted pre-tax, reducing taxable income.
- Employees may contribute up to \$3,400 per year to a Flexible Spending Account (FSA) for unreimbursed medical expenses such as co-pays and deductibles, as defined by IRS regulations.
- Employees may contribute up to \$7,500 per year to a Dependent Care Reimbursement Account for eligible childcare or eldercare expenses.

Life Insurance – Mutal of Omaha

- After 1 year of employment, the Credit Union provides life insurance coverage equal to two times (2x) the employee's annual wages.
- The Credit Union pays the full premium, and the employee designates a beneficiary.

Voluntary Supplemental Life Insurance - MetLife

- Eligible upon hire, employees may purchase supplemental life insurance in increments of \$10,000, up to a maximum of 5 times the annual salary, up to \$500,000.
- Guaranteed issue coverage is available for up to \$100,000; amounts above this limit require medical underwriting. Coverage is effective the first of the month following employment.
- Spousal coverage may be purchased in \$5,000 increments up to \$100,000, not exceeding 50% of the employee's elected coverage. Guaranteed issue applies up to \$50,000.
- Dependent children may be covered in amounts of \$1,000, \$2,000, \$4,000, \$5,000, or \$10,000.
- Premiums are based on the employee's age.
- Accidental death and dismemberment benefits are included.

Short-Term Disability (STD)

- Eligibility begins immediately upon employment.
- Benefits commence on the eighth day of illness or injury and provide 66⅔% of weekly eligible pay.
- Pre-existing condition limitations may apply for conditions within the 12 months prior to hire.
- The Credit Union pays the full premium.

Long-Term Disability (LTD)

- Eligibility begins after one year of employment.
- LTD coverage begins after 13 weeks of continuous disability and continues until the employee is medically able to return to work.
- Benefits equal 66⅔% of monthly eligible pay.
- The Credit Union pays the full premium.

Critical Illness Insurance – MetLife

- Critical Illness Insurance assists with expenses related to a qualifying serious illness.
- Upon diagnosis of a covered condition, the plan provides a lump-sum benefit of \$15,000 or \$30,000.
- Eligibility begins immediately upon employment, with effective coverage the first of the month following hire.

Uniforms

- Upon completion of your new employee training, you will receive one service shirt.
- After 90 days of employment, you will be provided with three community partner shirts and a program certificate.
- Additionally, you have the option to purchase extra items through payroll deduction at a rate of \$20 per pay period.

True Blue Employee Incentive Plans

- Employees may be rewarded for financial performance, department and individual goals.
- Incentive will be paid out at the beginning of the following year if goals are met.

Employee Assistance Program

- We offer a free Employee Assistance Program (EAP) for you and your family members living in the same household.
- This benefit provides counseling for issues such as stress, anxiety, grief, family or marital concerns, and more.
- The EAP service is available 24/7, 365 days a year, and can be accessed via a toll-free number or website.
- Through this service, you can access helpful resources and schedule either virtual or in-person counseling appointments.

Online Legal Services

- You have access to a legal document library, attorney Q&A, a free 30-minute consultation with an attorney, and attorney discounts.
- Additional legal benefits are available through our Employee Assistance Program and MetLife Voluntary Life Insurance.

True Blue Loyalty Program

- Employees are eligible for preferred pricing on loans upon employment. The discount remains in effect for the duration of the loan.
- Competitive interest rates are offered on a variety of loan products, including vehicle loans, collateral-secured loans, signature loans, checking line of credit loans, ready credit loans, credit cards, mortgages, and equity loans.

True Blue Employee Incentive Plans

- Employees will be rewarded based on financial performance, as well as the achievement of department and individual goals.
- Incentive payouts will occur at the beginning of the following year, provided the goals are met.

Tuition Reimbursement

- Employees are eligible for tuition reimbursement after 12 months of employment.
- Tuition reimbursement is available for undergraduate and graduate courses in any field, up to \$4,000 per calendar year.
- A lottery drawing will be held only if the number of applicants exceeds the available budget.

Professional Development

- Employees have access to both in-person and online courses through True Blue Academy.
- Additionally, there are opportunities to attend professional meetings, participate in credit union groups such as Young Professionals, and take part in lunch-and-learn seminars and other developmental events.

For a full list of employee benefits, please refer to the Benefits Guide

THIS INFORMATION IS A SUMMARY OF THE BENEFITS FOR GECU EMPLOYEES AND THE ACTUAL PLAN DOCUMENTS SHALL PREVAIL FOR THE TOTAL PLAN PROVISIONS. GECU RESERVES THE RIGHT TO AMEND, ADD OR ABOLISH ANY OR ALL OF THESE BENEFIT PLANS AT ANY TIME.