



BENEFITS AT A GLANCE

Benefits for 2019-2020

Mountain Credit Union is committed to the philosophy of people helping people. That is what we do for our members—we help them build a more secure financial future. Credit unions are member-owned, not-for-profit, financial cooperatives. We value our employees and we provide a benefits package that allows you to take care of yourself and your family.

This overview will provide the highlights of a very competitive and comprehensive fringe benefits program. As an employee of Mountain Credit Union, you should not have to make tough choices about which benefits you can afford, so we provide a robust plan for every full-time employee. Summary plan documents are available and you can always ask Human Resources for assistance with any questions.

New Benefit Elections will be effective August 1, 2019.

For questions regarding the benefits being offered to you, please contact Chuck Reece by email at:

ChuckReece@mountaincu.org

or by phone at:

828-456-8627 EXT. 2018

2019/2020 Benefit Highlights for Full-Time Employees

| Plan | Employee Cost Per Pay Period | Highlights |
|------|------------------------------|------------|
|------|------------------------------|------------|

HEALTH BENEFITS – Eligible on the first of the following month after one month of full-time employment

| Medical | Employee Cost Per Pay Period | Highlights |
|---|--|--|
| Coverage offered through BlueCross BlueShield of NC | EE Only EE + Spouse EE + Child(ren) EE + Family | Office Visits Plan Year Deductible Out of Pocket Max Coinsurance Rx-30 Day Supply Tier 1 Tiers 2, 3, 4, 5 |
| HRA – MCU pays the first and third \$1,000 of your \$3,000 deductible | Employer Paid \$253.00 \$136.06 \$415.86 | Network 80% after deductible \$3,000 - Individual \$6,000 - Family \$6,000 - Individual \$12,000 - Family 80% \$10 copay 100% coinsurance |
| | | Non-Network 50% after deductible \$6,000 - Individual \$12,000 - Family \$12,000 - Individual \$24,000 - Family 50% \$10 copay + amt over allowable 100% coins + amt over allowable |

DENTAL INSURANCE – Eligible on the first of the following month after one month of full-time employment

| Dental | Employee Cost Per Pay Period | Highlights |
|-----------------------------------|--|--|
| Coverage offered through Ameritas | EE Only EE + Spouse EE + Child(ren) EE + Family | Annual Deductible - \$50-Individual/\$150-Family Maximum Annual Benefit - \$2,000 Preventive Care – 100% - No Deductible Basic Care – 80% after deductible Major Care – 50% after deductible |
| | Employer Paid \$ 14.77 \$ 18.31 \$ 33.08 | |

VISION INSURANCE – Eligible on the first of the following month after one month of full-time employment

| Vision | Employee Cost Per Pay Period | Highlights |
|---|--|--|
| Coverage offered through Community Eye Care | EE Only EE + Spouse EE + Child(ren) EE + Family | One eye exam every 12 months - \$10 copay Contact lens fitting, re-fit or evaluation, every 12 months - \$40 copay \$190 annual allowance for eyewear after \$25 copay |
| | Employer Paid \$ 2.74 \$ 3.50 \$ 6.89 | |

LIFE / DISABILITY INSURANCE – Eligible on the first of the following month after one month of full-time employment

| | | |
|--|---|---|
| Basic Life/AD&D Insurance | No cost to employee, 100% paid by Mountain Credit Union | Employee Term Life Insurance – 1.5 times your salary Employee AD&D Insurance – 1.5 times your salary Coverage provided by Unum. |
| Supplemental Voluntary Life Insurance | 100% paid by the employee, cost based on age and amount of coverage | Allows the participant to purchase additional coverage for self, spouse, and dependents. Coverage provided by Unum. |
| Long Term Disability | No cost to employee, 100% paid by Mountain Credit Union | Provides 50% of your basic monthly earnings, up to \$5,000 per month Coverage provided by Unum |

RETIREMENT PLAN – Cuna Mutual

| Plan | Waiting Period | Effective Date | Employee Contribution | Highlights |
|-------------------------------|--|--|--|---|
| 401(k) Retirement Plan | All FT and PT employees -no waiting period | Upon hire; ask for an enrollment kit from Human Resources and then enroll online | All new FT and PT employees will contribute 3% in the first year unless you contribute a different amount. | MCU matches your contributions up to 5% after year 1 and is immediately vested. MCU also contributes 3% after year 1 to be fully vested after 5 years. |

ADDITIONAL BENEFITS

| | | |
|------------------------------------|---|--|
| Employee Assistance Program | No cost to the employee. | Employer sponsored program that provides confidential and professional assistance to help resolve problems that may be affecting you and/or your family. |
| PTO (Paid Time Off) | Regular Full-Time Employees 30 or more hours per week | 1-4.9 years of service - 4 weeks 5-9.9 years of service - 5 weeks 10-14.9 years of service – 6 weeks 15 – 19.9 years of service -7 weeks 20+ years of service – 8 weeks |
| Unum Voluntary Benefits | Critical Illness with Cancer Option – Pays you a lump sum payment upon diagnosis of a covered condition Employee Coverage - \$5,000 - \$50,000 in increments of \$1,000 (Guarantee Issue - \$10,000) Spouse Coverage - \$5,000 - \$30,000 in increments of \$1,000 (Guarantee Issue - \$5,000) Child Coverage – Automatically covered at 25% of employee benefit Accident Insurance – Pays you money based on injury sustained and/or treatment received due to a covered accident Bi-Weekly - Emp Only - \$4.30 / Emp+Sp - \$7.16 / Emp + Ch - \$7.91 / Fam - \$10.78 Both plans include a \$50 Wellness benefit | |