

BENEFIT SUMMARY

Hudson Valley Credit Union (HVCU) is committed to the health and well-being of our employees and their families, both at work and at home. Enclosed is a brief description of HVCU's comprehensive benefits package for eligible part and full-time employees.

	Benefit Description
Paid Time Off (PTO)	Regular status full-time and part-time employees, scheduled for 20 or more hours per week, are eligible for HVCU's PTO benefit of up to four weeks per year. PTO distributions are inclusive of job-protected sick leaves under the NYS Paid Sick Leave Law. PTO is pro-rated for new hires in their first year of employment based on date of hire. Eligible employees may also receive up to 11 paid holidays, paid time for jury duty, bereavement, military leave, and more.
401(k) Plan: Principal Financial Group	<p>Employees aged 18 and over may participate in HVCU's 401(k) savings plan. Both Pre-Tax and After-Tax contribution options are available. HVCU will match up to 50% of the first 6% contributed by the employee. Employees are 100% vested in the company match after five years with 1,000 service hours each year (20% each year).</p> <p>Employees are also eligible for an additional automatic employer contribution, known as a Qualified Non-Elective Contribution (QNEC), of 2-4% of base earnings and/or commission, if applicable. Percentage of contribution is based on tenure (2% for less than three years of service, 3% for three to six years of service, 4% after seven years of service).</p>
Student Loan Repayment Program : Gradifi	<p>In partnership with Gradifi, this program helps eligible employees pay down up to \$5,000 of their undergraduate student loan debt.</p> <p>The payment schedule is tiered and will increase over a five-year period, based on your employment status, with an added bonus at the end of the fifth year. The longer you remain employed, the more contributions and benefit you will receive.</p> <p>Gradifi also offers additional benefits such as:</p> <ul style="list-style-type: none"> • Personalized calculators and impact view dashboards to help you better understand your student loan debt. • Access to a marketplace of leading student loan refinancing lenders and their rates to help you potentially lower your interest rates and monthly payments. • Interactive learning modules to help you make smart choices in your financial decisions.

Education Assistance Program	<p>HVCU offers an education assistance program for approved, job-related courses or industry-related degree programs after one year of service, up to a maximum of \$5,250 per year.</p> <p>As an added benefit, HVCU has developed a partnership with several local and online colleges to offer employees, and immediate family members where applicable, a tuition discount. Employees and family members are eligible for the tuition discount on their date of hire.</p>
Wellness: Wellworks For You	<p>Our Purpose: The HVCU Wellness Committee creates, fosters, and maintains a culture of well-being, both for employees and their families. Our mission is to enrich employees' well-being and provide opportunities for healthier lifestyle choices, both at work and at home.</p> <p>Our Impact: We provide a variety of diverse activities, programs, and educational resources to support the holistic well-being needs and wants of all staff and their families.</p> <p>The HVCU Wellness Program includes the Wellworks For You platform where all regular full and part-time employees are eligible to earn rewards each year for completing preventive wellness exams, participating in educational webinars, connecting a device and tracking your steps, and many other activities in support of our employees' well-being.</p> <p>Wellworks For You also partners with Wellbeats to give HVCU employees free access to 500+ premier on-demand fitness and nutritional videos.</p> <p>Additionally, HVCU has Fitness/Gym, Nicotine Replacement Therapy, and Weight Watchers Reimbursement Programs that are available to all regular employees.</p>
Group Insurance Coverage Options	<p>HVCU employees, who are regularly scheduled to work at least 20 or more hours per week, may enroll in our benefit plans for medical (including prescriptions), vision, dental, and flexible spending to be effective on the 1st of the month following the 30th day of employment.</p> <p>In addition to individual coverage, employees may elect to enroll eligible dependents (spouse or domestic partner and dependent children up to the age of 26). If enrolling a spouse/domestic partner on medical coverage, a spousal surcharge may apply. Additionally, coverage for a domestic partner is subject to imputed income costs.</p>

Medical Plans: Anthem Blue Cross/Blue Shield

HVCU offers three medical plans: Value, Premium, and a High-Deductible Health Plan (HDHP) with a company-funded Health Savings Account (HSA) up to \$2,000 per year.

Each plan design has the same in-network doctors and hospitals to choose from and the same covered services.

Value Plan In-Network Coverage (no out-of-network coverage)

Deductible \$2,000/\$4,000

Co-insurance 20%

Total Out-of-Pocket Maximum \$5,000/\$10,000

Preventive Services \$0 co-pay

Office Visits \$35 Primary Care Co-pay/\$50 Specialist Co-pay

Urgent Care Facility \$50 co-pay

Emergency Room \$250 co-pay *(waived if admitted within 24 hours)*

LiveHealth Online Telemedicine Visit \$10 co-pay

\$35/\$50 co-pay applies to visit services (examinations and evaluations); other services performed will be subject to in-network cost-share (deductible and co-insurance).

Premium Plan In-Network and Out-of-Network Coverage

In-Network Deductible \$1,000/\$2,000

Co-insurance 20%

Total Out-of-Pocket Maximum \$3,500/\$7,000

Out-of-Network Deductible \$2,000/\$4,000

(Behavioral Health/Substance Abuse, deductible waived)

Co-insurance 30%

Total Out-of-Pocket Maximum \$7,000/\$14,000

\$35/\$50 co-pay applies to visit services (examinations and evaluations); other services performed will be subject to in-network cost-share (deductible and co-insurance).

**High-Deductible Health Plan with HSA: HD3500
(no out-of-network coverage)**

Deductible \$3,500/\$7,000

Co-insurance 20%

In-Network Total Out-of-Pocket Maximum \$5,000/\$10,000

In-Network Preventive Services \$0 co-pay

Office Visits Deductible and Co-insurance

In-Network Urgent Care Facility Deductible and Co-insurance

Emergency Room Deductible and Co-insurance

LiveHealth Online Telemedicine Visit Up to \$59

	<p>High-Deductible Health Plan with HSA: HD3500 – (continued)</p> <p>Employer HSA Contribution HSA is funded by HVCU to help lower the cost of the deductible and co-insurance on this medical plan. HSA funds can be used to reimburse for any in-network deductible, co-insurance and Rx co-pay expense up to \$1,000 for an individual or \$2,000 if enrolled with dependents. Any available HSA balance rolls over each calendar year, and funds may be used now or in the future for eligible medical expenses.</p> <p>Hospital Indemnity Insurance is included in this plan at no additional cost to the participant (100% company-paid).</p>
<p>Behavioral Health / Substance Abuse Coverage: Anthem Blue Cross/Blue Shield</p>	<p><u>Value Plan – Out-of-Network Coverage</u></p> <p>Deductible (Individual/Family): \$0 (waived) Co-insurance: 20% Out-of-Pocket Maximum (Individual/Family): N/A Reimbursement Level: 80th UCR</p> <p><u>Premium Plan – Out-of-Network Coverage</u></p> <p>Deductible (Individual/Family): \$0 (waived) Co-insurance: 30% Out-of-Pocket Maximum (Individual/Family): N/A Reimbursement Level: 80th UCR</p> <p><u>High Deductible Health Plan HD3500 (HSA) - Out-of-Network Coverage</u></p> <p>Deductible (Individual/Family): Integrated with In-Network Deductible Co-insurance: 20% (HSA) Out-of-Pocket Maximum (Individual/Family): N/A Reimbursement Level: 80th UCR</p>
<p>Prescription Drugs: Express Scripts</p>	<p>All medical plans offer prescription drug coverage. Prescriptions may be filled for up to a 30-day supply at your local pharmacy.</p> <p>Value and Premium Plans, the following co-pays apply: Generic \$10 Formulary Brand Name \$35 Non-Formulary Brand Name \$75 Specialty \$100</p> <p>A \$0 annual deductible, per covered person per calendar year, applies when the retail cost of a Generic or Formulary Brand Name drug is equal to or greater than \$1,000 (\$3,000 for mail order).</p>

	<p><u>Prescription Drugs – (continued)</u></p> <p>A \$100 annual deductible, per covered person per calendar year, applies for any Non-Formulary Brand Name drug fill.</p> <p>A \$150 annual deductible, per covered person per calendar year, applies for any Specialty drug fill.</p> <p>On the High Deductible Health Plan, HD3500, prescription drugs are subject to plan deductible and co-pay, with the only exception being drugs on the preventive generic drug list.</p> <p>Specialty drugs must be filled through a Specialty Pharmacy. HVCU partners with Accredo, which offers co-pay assistance for eligible employees based on their medication. Additionally, HVCU has partnered with OptiMed, a program designed for certain specialty medications. If your prescription qualifies, you will be automatically enrolled.</p> <p>Members may also utilize the Express Scripts Home Delivery Service.</p>
<p>Vision Plan: Anthem Blue View Vision and Anthem Blue View Vision Buy-Up</p>	<p>The Base Vision Plan provides a routine eye exam once every 12 months for a \$10 co-pay, plus an allowance for eyeglass frames once every 24 months, and eyeglass lenses or contact lenses once every 12 months.</p> <p>The Buy-Up Vision Plan is an enhanced version of the Base Plan, offering the same benefits with higher reimbursement amounts.</p> <p>Both plans also provide discounts on Laser Vision Correction.</p>
<p>Dental Plans: Delta Dental</p>	<p>HVCU offers three dental plan options for Full and Part-Time employees: Gold, Silver, and Bronze. Each has a \$50 annual deductible and a \$1,750 annual plan maximum per enrollee.</p> <p>The differences between the plans are the benefits for implants (Gold) and orthodontic coverage (Silver and Gold). On the plans that do offer orthodontic coverage, the lifetime maximum is \$2,000.</p> <p>With this coverage, members are able to utilize any licensed dentist, but there are cost advantages to using a participating Delta Dental PPO network dentist.</p>

<p>Flexible Spending Account (FSA)/Limited Purpose FSA(LPFSA)/ Dependent Care FSA (DCFSA): American Benefits Group (ABG)</p>	<p>A Flexible Spending Account (FSA) allows employees to pay for eligible out-of-pocket medical and/or child or elder care expenses with pre-tax dollars. Employees may contribute up to the annual IRS maximum for the Medical Flexible Spending Account and / or the Dependent Care Flexible Spending Account.</p> <p>Employees who enroll in the Medical FSA are automatically issued a VISA Benny Card at no cost. The Medical FSA has a rollover provision. At the end of the plan year, unused funds will automatically roll over to the next plan year, up to the IRS maximum.</p> <p>An LPFSA allows employees, who are enrolled in a Health Savings Account (HSA) plan, to pay for eligible dental/vision expenses with pre-tax dollars. Employees may contribute up to the IRS maximum annually. Once an employee reaches their medical deductible threshold, they may also use the LPFSA for medical expenses.</p> <p>Employees who enroll in the LPFSA are automatically issued a VISA Benny Card at no cost. The LPFSA has a rollover provision. At the end of the plan year, unused funds will automatically roll over to the next plan year, up to the IRS maximum.</p> <p>The DCFSA allows employees to pay for daycare, summer camp, pre-school, and after school programs for your tax dependent child under age 13. Additionally, funds may also be used to care for a disabled tax dependent. The DCFSA has no rollover provision.</p>
<p>Group Term Life and Accidental Death and Dismemberment (AD&D): Anthem Life</p>	<p>HVCU provides company-paid Group Term Life and AD&D insurance coverage to all employees who are regularly scheduled to work at least 20 hours per week. Employees are automatically enrolled after 30 days of employment.</p> <p>Full-Time employees receive a benefit of two times their annual salary, and Part-Time employees receive a benefit of one time their annual salary.</p>
<p>Voluntary Benefits: Anthem Life</p>	<p>Voluntary life insurance is available to employees who are regularly scheduled to work a minimum of 20 hours per week. Eligible employees may purchase voluntary term life insurance for themselves, in increments of \$10k-\$500k. Coverage is also available for a spouse/ domestic partner, in increments of \$5k up to \$250k, not to exceed 100% of the employee's combined basic and supplemental life amount. Rates are based on the age of the insured party.</p> <p>Eligible employees also have the option to purchase voluntary life insurance for their dependent children in the amount of \$2,500 (\$1k from live birth to 6 months). Children are eligible until they reach age 29.</p>

Voluntary Benefits: MetLife	<p>HVCU offers the following voluntary supplemental benefit programs:</p> <ul style="list-style-type: none"> • Accident Care • Critical Illness • Hospital Indemnity <p>Coverage is available for spouses and eligible dependents for the Accident Care and Hospital Indemnity coverages only.</p>
Pet Insurance: MetLife	<p>Pet Insurance is available through MetLife and multiple carriers at a discounted employee group rate.</p>
Family Planning: WIN Fertility	<p>WIN Fertility is an inclusive family-building benefit which offers 1:1 support through all paths to parenthood, with a lifetime maximum benefit of \$45,000, which may be applied toward fertility treatment and medications and reimbursement for adoption and surrogacy expenses.</p> <p>There is also a comprehensive healthy aging program, WIN PowerPause.</p>
Short-Term Disability (STD): The Standard	<p>New York State disability insurance provides eligible employees up to 26 weeks of paid leave at a rate of 67% of the employee's average weekly wage to a maximum of \$170 per week. The benefit payment is minus applicable taxes.</p> <p>Additionally, HVCU provides an enhanced salary continuation benefit based on years of service. This benefit is provided at no-cost to employees who are regularly scheduled to work at least 20 hours per week.</p>
Long-Term Disability (LTD): The Standard	<p>After the initial 26 weeks of STD benefits are exhausted, employees may be eligible for LTD benefits of 66.7% of monthly earnings to a maximum benefit of \$10,000 per month.</p> <p>Full-Time employees are automatically enrolled after 30 days of employment, and HVCU pays 100% of the cost for this benefit.</p> <p>Part-time employees may enroll in the coverage, and they are responsible for 50% of the bi-weekly premium.</p>
Business Travel: NY Life	<p>This insurance covers a loss resulting from an accident while traveling on Credit Union business (other than normal commute to/from work). The value of this policy is \$300,000, and it is provided at no cost to all Full and Part-Time employees.</p>

Employee Assistance Program (EAP): Employee Services Inc. (ESI)	The EAP provides confidential services including legal advice, assistance with child/elder care (referrals), counseling, financial coaching, wellness coaching, training, and educational materials. EAP services are free to employees and members of their household.
HVCU Discounted Rates and Fees	<p>Employees are eligible for reduced loan rates on most new consumer loans and mortgage products after successful completion of the new hire introductory period.</p> <p>Fees may be waived that are charged in relation to savings and/or checking accounts and other products and/or services.</p>
Length of Service Awards	In recognition of years served, the Credit Union honors each employee with a service award. The amount of the award is based on years of service.
Employee Referral Bonus	Employees are encouraged to refer qualified family and friends to apply for open positions. HVCU offers a referral bonus for regular Full-Time and Part-Time positions.