ConneXus Credit Union

CANDIDATE INFORMATION GUIDE



Our Employee Value **Commitment**

At Connexus, we believe exceptional member experiences being with empowered employees. We cultivate a culture where people are valued, trusted, and encouraged to grow - working together to create seamless, member-first experiences that help people navigate their financial lives with confidence.

Connexus Values



Champion People

We promote the wellbeing, growth, and prosperity of our employees, members, and communities.



Choose Integrity

We do what's right, always.



Model Transparency

We communicate openly, honestly, and proactively.



Ignite Fun

We spark joy, creativity, and connection to energize our culture.



Foster Collaboration

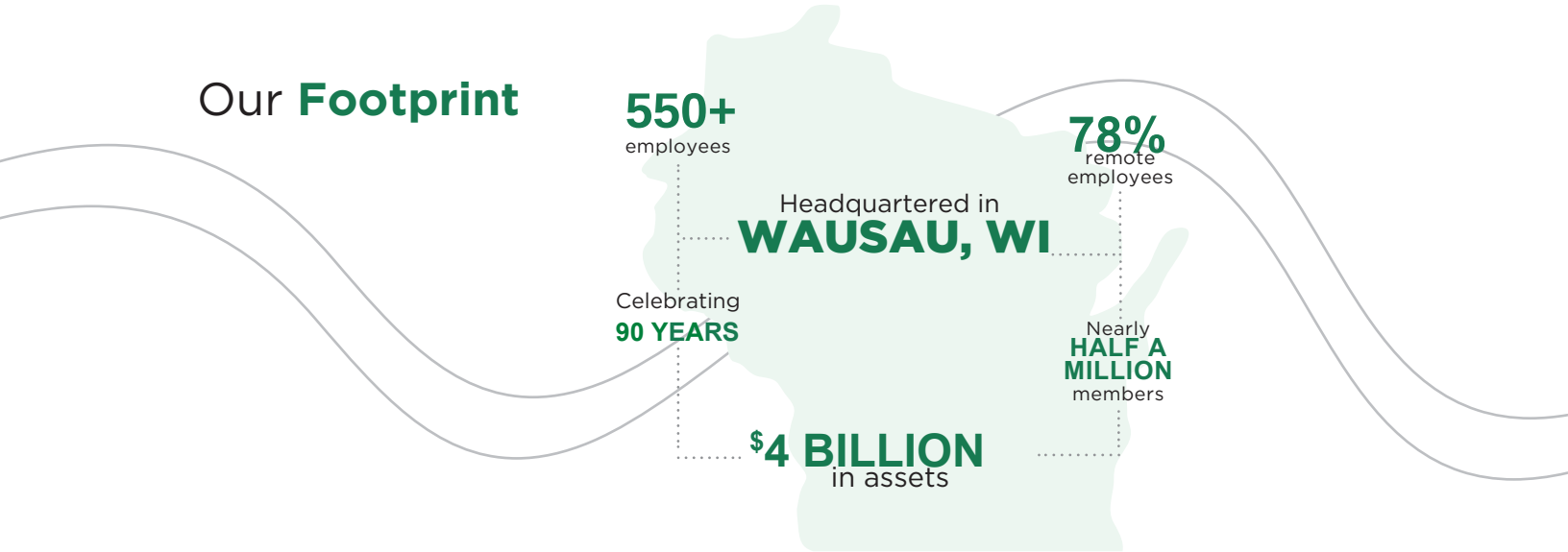
We work together to achieve more than any one of us could alone.



Celebrate Others

We acknowledge the effort, contributions, and achievements of the people around us.

Our **Footprint**



What **Sets Us Apart**

Remote-First

Comfort and flexibility improve morale, productivity and team engagement. Most of our team “commutes” just a few feet every day.

Collaborative Work Environment

Each of our employees brings unique expertise and perspective. We create an environment where you can work in synergy towards common goals.

Community

Connexus Cares is our philanthropic arm that contributes millions annually to great causes that could use some extra love.

Professional Growth

We support our employees’ growth through internal promotions and clear career paths. You’ll have opportunities to grow your skills with professional development allowances and tuition reimbursement.

Connection

Even in today’s remote world, we find opportunities to get together for team events and activities.

Health Plan Options

Coverage Medica – provided in UnitedHealthCare Choice Plus Network.

Connexus Offers Four Different Medical Plan Options

$2,000-0% HSA Plan		
	In-Network Benefits	Out-of-Network Benefits
*Embedded Status	*Non-Embedded	*Non-Embedded
Annual Deductible (Individual/Family)	$2,000 / $4,000	$4,000 / $8,000
Coinsurance (Policy Pays/You Pay)	100% / 0%	50% / 50%
Annual Out-of-pocket Maximum (Individual/Family)	$2,000 / $4,000	$9,000 / $18,000
Preventive Care	Covered at 100%	Well Child Care: 0% after deductible Other Services 50% after deductible

$2,000-20% HSA Plan		
	In-Network Benefits	Out-of-Network Benefits
*Embedded Status	*Non-Embedded	*Non-Embedded
Annual Deductible (Individual/Family)	$2,000 / $4,000	$4,000 / $8,000
Coinsurance (Policy Pays/You Pay)	80% / 20%	50% / 50%
Annual Out-of-pocket Maximum (Individual/Family)	$4,000 / $8,000	$9,000 / $18,000
Preventive Care	Covered at 100%	Well Child Care: 0% after deductible Other Services 50% after deductible

$4,000-0% HSA Plan		
	In-Network Benefits	Out-of-Network Benefits
*Embedded Status	*Embedded	*Embedded
Annual Deductible (Individual/Family)	$4,000 / $8,000	$8,000 / $16,000
Coinsurance (Policy Pays/You Pay)	100% / 0%	50% / 50%
Annual Out-of-pocket Maximum (Individual/Family)	$4,000 / $8,000	$12,000 / $24,000
Preventive Care	Covered at 100%	Well Child Care: 0% after deductible Other Services 50% after deductible

$4,000-20% HSA Plan		
	In-Network Benefits	Out-of-Network Benefits
*Embedded Status	*Embedded	*Embedded
Annual Deductible (Individual/Family)	$4,000 / $8,000	$8,000 / $16,000
Coinsurance (Policy Pays/You Pay)	80% / 20%	50% / 50%
Annual Out-of-pocket Maximum (Individual/Family)	$5,500 / $11,000	$12,000 / $24,000
Preventive Care	Covered at 100%	Well Child Care: 0% after deductible Other Services 50% after deductible

**Non-embedded means the overall family deductible must be reached, by the individual or by the family, for the benefit to take effect.*

Employee Contributions

Monthly employee contributions for medical, dental, and vision.

MEDICAL MONTHLY CONTRIBUTIONS

Medical Coverage via Medica

	$2,000 HSA Plan In-Network Benefits	$4,000 HSA Plan In-Network Benefits
Employee	$161.82	$108.85
Employee + Spouse	$339.82	$228.59
Employee + Child(ren)	$356.00	$239.48
Family	$534.00	$359.21

DENTAL MONTHLY CONTRIBUTIONS

Dental Coverage via Delta Dental

Employee	$17.02
Employee + Spouse	$35.58
Employee + Child(ren)	$44.44
Family	$69.90

VISION MONTHLY CONTRIBUTIONS

Vision Coverage via EyeMed

Employee	$6.14
Employee + Spouse	$11.67
Employee + Child(ren)	$12.28
Family	$18.06

Health Savings Account (HSA)

Employer-funded Health Savings Account (HSA) with health plan participation as well as a variety of Flex Spending account options.

Connexus contributes the below dollar amounts to employee HSA accounts. Equal contributions will be made on the first two paydays of each month. Employer HSA funding varies by elected Medical plan deductible.

$2,000 HSA Plan	Annual Employer HSA Contributions	Maximum Annual Employee HSA Contributions*
Employee	$560.00	$3,940.00
Employee + Spouse	$1,120.00	$7,880.00
Employee + Child(ren)	$1,120.00	$7,880.00
Family	$1,120.00	$7,880.00

$4,000 HSA Plan	Annual Employer HSA Contributions	Maximum Annual Employee HSA Contributions*
Employee	$1,120.00	$3,380.00
Employee + Spouse	$2,240.00	$6,760.00
Employee + Child(ren)	$2,240.00	$6,760.00
Family	$2,240.00	$6,760.00

**Plus an additional $1,000 if you are 55 years old or turning 55 in 2027.*

401(k) Retirement Plans

Administered by Empower Retirement

Employees who meet eligibility requirements may begin participation as of their first payroll including immediate eligibility for the employer 6% deferral match.

Time Off

Paid Time Off (PTO), Volunteer Time Off (VTO), and Holiday Time

Connexus offers a very generous package of paid time off, holidays, and paid volunteer time. New hires receive a prorated amount of PTO based on their hire date.

Paid Time Off (PTO)

REGULAR FULL-TIME

40 hours per week, ongoing basis.

Length of Service	Annual PTO Allotments for Full-Time Non-Exempt*	Annual PTO Allotment for Full-Time Exempt*
Hire – 3 years	160 hours	200 hours
4 – 9 years	200 hours	240 hours
10 – 14 years	240 hours	280 hours
15+ years	280 hours	280 hours

*Employees working within states requiring Paid Sick and Safe Time (PSST) will receive the above amounts as a blend of PTO accrual and PSST.

VOLUNTEER TIME OFF (VTO)

Regular full-time employees receive 16 paid hours per calendar year to be used at eligible organizations.

HOLIDAYS PER CALENDAR YEAR

Regular full-time employees receive 8 hours of holiday pay for each of the 10 holidays.

Additional Employer-Provided Benefits

Connexus provides a Basic Life and matching Accidental Death and Dismemberment (AD&D) benefit for all eligible employees. Eligible employees receive two times their salary up to $750,000 maximum for both Basic Life and AD&D. Connexus pays 100% of the premium and you pay taxes on amounts over $50,000.

Connexus provides eligible employees with short-term and long-term disability coverage at no cost as well as access to a robust Employee Assistance Program from Magellan Health.

Parental Leave

3 Weeks Paid Parental Leave

Connexus is committed to supporting employees during significant life events, such as becoming parents. To assist new parents with balancing work and family commitments, Connexus provides Paid Parental Leave to eligible employees. Paid Parental Leave is a period of paid time off for activities related to the care and wellbeing of an employee's newborn, newly adopted child, or a newly placed foster child.

Tuition Reimbursement

Connexus will reimburse eligible employees up to a maximum of $4,000 for an undergraduate degree and $7,000 for a graduate degree, per calendar year, for continuing education through an accredited program. The program must relate to the employee's current position or assist in pursuing career opportunities at Connexus.

Professional Development

Connexus is committed to your professional development by allotting each employee with a bank of professional development dollars to use toward development annually.