




Benefits Guide

Updated **January 2023**





iQ offers a total compensation package for our totally **exceptional employees.**

There's a reason we've ranked as one of top workplaces in the Pacific Northwest for the past seven years.

We listen to our employees and continue to provide benefits that make a difference.

We've got you covered:

Health & Well-being Benefits

○ Medical, dental and vision

- 100% paid for employees and their dependent children.
- Spouse or domestic partner coverage available.

○ Already have coverage?

- Employees receive \$100 per month in lieu of medical coverage through iQ.

○ Flexible Spending Account

- Use pre-tax dollars for out-of-pocket healthcare expenses.

○ Dependent Care Assistance Program

- Use pretax dollars to cover the cost of dependent care expenses.

○ Supplemental insurance through AFLAC to cover accidents, hospital stays and much more!

○ Life Insurance

- Basic life/Accidental Death & Dismemberment Insurance (AD&D), 1.5x annual salary (employer paid).
- Voluntary life/AD&D insurance for employee, spouse and child coverage (employee paid).

- **Employee Assistance Program**

- Access to life coaching, counseling, estate planning, legal consults and so much more!

- **iQ Wellness Program**

- Programming centered on movement, emotional well-being, social connection, nutrition and financial preparedness.

Planning for your future: **Retirement**

401k Plan

- Traditional and Roth retirement contributions
- Up to a 5.5% employer match

Balancing work and life:

Paid Time Off

Vacation time

Position Classification	Hire date through 4 years of Service	5+ Years of Service
Non-Exempt	15 days (120 hours)	20 days (160 hours)
Exempt/Manager	20 days (160 hours)	25 days (200 hours)
Vice President	25 days (200 hours)	25 days (200 hours)

- **11 paid holidays**

- **Sick time**

- Accrues 1 hour of sick leave per every 25 hours paid starting from hire date.

- **Cultural Enrichment Day**

- iQ Credit Union supports employees in pursuing learning activities centered on increasing awareness of diverse perspectives, communities and cultures. This is a paid day to engage in cultural learning and self-reflection and to seek ways to increase the joy and fulfillment in life by strengthening community connections.

- **Paid community volunteer opportunities**

Weekly Hours Worked	Paid Community Time Off
40 hours	8 hours paid per calendar year
30-39 hours	Up to 6 hours paid per calendar year
21-29 hours	Up to 4 hours paid per calendar year
20 hours of less	Up to 2 hours paid per calendar year

Earning your paycheck:

Compensation & Pay Incentives

Bi-weekly pay periods

○ Incentives

- ⦿ Annual Organizational Incentive:
Up to 1.5% of annual eligible wages based on level/position type.
- ⦿ Language Pay Program for specific positions: an increase of \$1.00 per hour for employees in certain positions who demonstrate fluency in Spanish, Russian or American Sign Language (ASL).

Position Type	2023 - Max Payout Level
Employees	1.50%
Supervisors and Managers*	3.00%
Vice Presidents	5.00%

*Department managers reporting directly to an SVP are eligible to receive up to a max payout of 5%.

Investing in you:

Additional Benefits

○ Education Assistance Programs

- Student loan repayment match up to \$100 per month.
- Tuition reimbursement for accredited undergraduate, graduate and degree programs or other job-related courses or certification programs.

Years of Service	2023 Annual Reimbursement
3+ years of service	\$3,500
2+ years of service	\$2,000
1+ years of service	\$1,500
6-12 months of service	\$500

○ iQ Match

- Employee personal donations to nonprofits are matched by iQ up to \$100 per year.

○ Employee Referral Program

- \$500 per qualified referral*.
**Typically paid on the referring employee's 6-month employment anniversary.*