SECU
State Employees’ Credit Union®
Employee Benefits Summary

Core Benefits
SECU’s Cafeteria Plan allows employees to choose benefits which best fit their needs. All employees are required to enroll in two core benefits: Basic Employee Life Insurance and Long-term Disability. Eligible employees are also automatically enrolled in Short-term Disability. Basic Employee Life Insurance and Short-term Disability are provided at no cost to each full-time employee. Medical coverage is available, and SECU contributes $500 towards the monthly premium.

Life Insurance
Full-time employees are provided $50,000 Basic Employee Term Life Insurance.

Long-term Disability Insurance
Each full-time employee must elect long-term disability benefits to begin after a period of 90 or 180 days of disability; maximum benefit of 60% of base salary (subject to offset from other income sources).

Short-term Disability Insurance
Eligibility for coverage begins the first of the month following 6 months of continuous employment after benefits become effective; maximum benefit of 80% of base salary up to 90 days (less a 10 day elimination period).

Many other insurance options are available at the employee’s expense such as dental, vision, additional life insurance, accident coverage, etc.

401(k) Retirement Savings Plan
SECU’s 401(k) Retirement Savings Plan offers immediate vesting for both employee and employer contributions as well as a 200% match on employee contributions of 1-5%. The maximum employer match on employee contributions of 5% or more is 10%. Various investment options are available through Fidelity Investments, including the SECU Retirement Savings Account. Employees may also choose to participate in a Roth 401(k).

About SECU
A not-for-profit financial cooperative owned by its members, State Employees’ Credit Union (SECU) has been providing employees of the State of North Carolina and their families with consumer financial services for over 81 years. SECU serves over 2.3 million members through 265 branch offices, nearly 1,100 CashPoints® ATMs, 24/7 Member Services, and a website, www.ncsecu.org.

Employees
Career opportunities exist in SECU branches, Member Services Support Centers, and central operations. The Credit Union offers employees competitive benefits, a pleasant working environment, and the opportunity for future advancement. A four-year degree is recommended for most positions.

Currently employing over 6,700 people, SECU is the second largest credit union in the United States. Employees are tasked with mastering the procedures involved in providing a wide variety of financial services to members.
Educational Opportunities

Meeting certain qualifications, employees may be reimbursed up to 100% of tuition, books and fees for obtaining an Associate in Arts or Science degree through the NC Community College System’s College Transfer Program. Financial support is also available towards a four-year college degree (business-related) and a Master’s in a business-related field. Additional educational benefits may be available for obtaining certain professional licenses and/or certifications.

Paid Time Off

Paid time off accrual is based on length of employment with a maximum accrual rate of 24 days per year. Employees may carry 320 hours over to the next calendar year.

<table>
<thead>
<tr>
<th>Service</th>
<th>Accrual Rate Per Month</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 2 Years</td>
<td>10 Hours</td>
</tr>
<tr>
<td>2-5 Years</td>
<td>12 Hours</td>
</tr>
<tr>
<td>5-10 Years</td>
<td>14 Hours</td>
</tr>
<tr>
<td>10+ Years</td>
<td>16 Hours</td>
</tr>
</tbody>
</table>

Paid Holidays

SECU observes eleven holidays per year.

Credit Union Services

Employees receive a maximum of two checking accounts to include free checks, no-cost cashier’s checks, notary services, and two wire transfers per month. Employees pay one-half the usual charge for safe deposit box rental.

For More Information

SECU is a member-owned, service-driven organization that operates with a “People Helping People®” philosophy and “Do the Right Thing” mentality. Individuals who are motivated and driven by these guiding principles, could be a great fit for SECU. For more information and a detailed description of current opportunities please contact Human Resources at 1-800-634-8017 or visit www.ncsecu.org and click on Careers under the About SECU section.

SECU provides equal employment opportunity to all qualified persons regardless of race, color, religion, age, genetics, sex, sexual orientation, gender identity, national origin, disability, veteran status, or other classification protected by law.