

The background of the entire slide is a teal color. It is decorated with a repeating pattern of small, round, teal-colored analog clocks. Each clock has a white face with black numbers (12, 3, 6, 9) and black hands. The clocks are arranged in a grid-like pattern, with some slightly offset from others, creating a sense of depth and repetition.

Re-Imagining Your Employee Benefits Programs to Enhance the Work-Life Balance

PSECUSM

About PSECU

Our Mission

Provide life-long value to our members,
empowering them to achieve more.

Our Vision

Be the preferred financial partner.

*For us, the credit union philosophy means one thing:
opportunity. We're focused on making our community
stronger and giving back where it matters most,
advocating for opportunity in all areas of life.*



Our Key Benefits Strategies for Work-Life Balance

1

Build a strong
core benefits
program

2

Recognize
different needs
of different
people

3

Support all
dimensions of
employee
wellness

4

Make programs
easy to access
and navigate

5

Let the data point
us in the right
direction

Core Benefits Program

- Rich and flexible programs
- Multiple medical plans offered including HDHP
- HSA & employer contribution
- Dental and vision insurance at no cost to employee
- Two retirement plans

Medical, Dental,
Vision

401K and Money
Purchase Plan

Flexible Spending
Accounts

Wellness
Incentive
Program

Group Life

Short and Long-
Term Disability

Generous Paid
Time Off

Hybrid Working
Schedules



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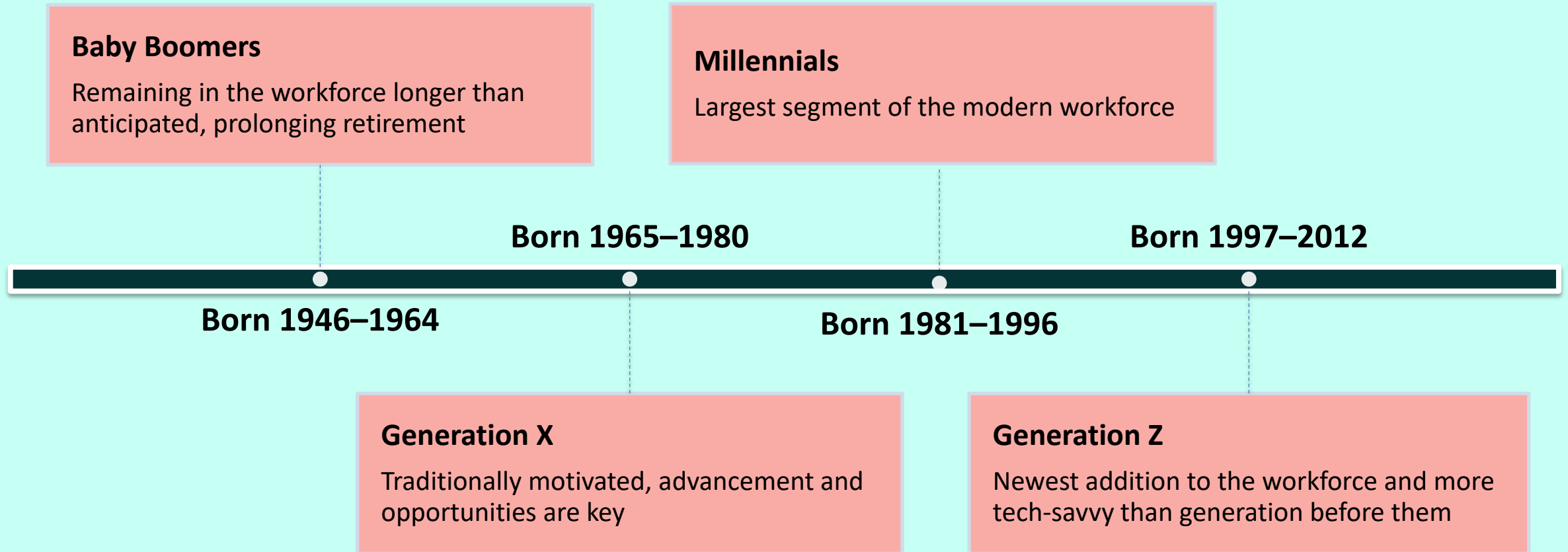
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Understanding Needs of the Multigenerational Workforce



How PSECU Accommodates the Multigenerational Workforce

Baby Boomers

- Rich Core Benefits
- Retirement Planning Support
- Service Awards

Generation X

- Elderly Care Services
- On-site Childcare

Millennials

- Tuition Reimbursement
- Pet Insurance

Generation Z

- Diversity, Inclusion and Belonging Learning Resources
- Employee Recognition Program

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Dimensions of Wellness



Physical - Embodies fitness, active living, healthy lifestyle choices, knowledge of food and nutrition

Emotional - Encourages positive and productive thoughts, feelings and behaviors based on values

Social - Promotes interdependence and cooperation with others and encourages harmony in one's family, relationships, and community

Intellectual - Fosters creative, stimulating mental activities

Occupational - Inspires individuals to seek a sense of personal satisfaction and enrichment from their work

Financial - Cultivates a sense of security and economic freedom through financial awareness, planning, money management, and setting sensible short- and long-term goals

Supporting Employee Wellness

Physical

Onsite fitness facilities

On-demand and live fitness classes

Emotional

Employee Assistance Program

Stress management and mental health resources

Social

Volunteer opportunities

Employee clubs

Intellectual

Free online learning subscriptions, e.g. LinkedIn Learning

Lunch and learns

Occupational

Individual development plans

Career pathing

Financial

Investment/retirement planning tools

Financial education resources

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Making It Easier

I need help!

???

I'm so
confused!

Dedicated Benefits
intranet site

HRIS access from
personal devices

Free claims and billing
resolution help

Service level
agreements for HR
HELP tickets

Interactive benefits
decision tool

Virtual benefits
counselor



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What Does the Data Say

- What are prospective employees looking for?
- What's important to our current employees?
- Which services are being utilized?
- How can we make smart decisions about where to allocate dollars?

Employee Surveys

Benefit Utilization
Rates

Employment Market

Job Candidate
Inquiries/Requests

Total Compensation
Costs



The background is a solid teal color. Overlaid on this are several identical teal-colored analog clocks. Each clock has a white face with black numbers at 12, 3, 6, and 9, and black dots for the other hours. The hands are black. The clocks are arranged in a grid-like pattern. A horizontal band of a darker teal color runs across the middle of the image, serving as a backdrop for the text.

THANK YOU