



# Offering Great Benefits

Our employees are CoVantage's greatest asset and we show our appreciation by offering competitive wages and a generous benefits package. These offerings include:

## Health and Dental Insurance

You'll have affordable health and dental insurance that you can count on when you need it. Full-time and eligible part-time staff can join our employer-sponsored health and dental plans shortly after hire. We pay the majority of the premium and offer a generous employer contribution to your health savings or flexible spending account to help offset out-of-pocket expenses.

## Employee Bonus

When you help CoVantage succeed by serving our members well, we show you that you are valued as well. Employees are eligible for bonus and incentive pay totaling up to 8% of earnings on an annual basis.

## Retirement

You can take steps towards a secure financial future by participating in our 401k and receive an exceptional employer match. You'll be eligible for an employer match up to 2 times the employee deferral (8% maximum employer match) and can join shortly after hire date.

## Paid Time Off

To ensure you have an opportunity for time away from work, and a source of income for medical leave, CoVantage offers full-time and eligible part-time employees paid vacation plus paid sick leave every year. You'll also enjoy paid holidays and your birthday off with pay as an extra perk!

## Tuition Reimbursement

You'll have opportunities for self-improvement through formal and informal classes, seminars and training which are relevant to your employment. We even offer tuition reimbursement for eligible staff seeking a degree in a program that relates to their position.

## Life and Disability Insurance

Full-time CoVantage staff are eligible for life insurance equal to 2 times their annual salary and a long-term disability plan for income protection, with the premium paid for by CoVantage Credit Union.

## Wellness Program

CoVantage Live Well encourages healthy lifestyles, hire to retire, through a comprehensive wellness program which includes online health assessments, biometrics, and health education. By completing program requirements, you will be eligible for savings on health insurance premiums the following year!

## Employee Assistance Services (EAS)

Life is not always easy! CoVantage contracts with an external vendor to offer up to eight free, short-term in-person counseling sessions per issue. Any member of your immediate family, living in your household, is eligible for this benefit! You will have access to a 24-hour phone line with counselors ready to take your call.

## Family and Medical Leave Act

In compliance with Federal and Wisconsin Family and Medical Leave Acts, eligible employees of CoVantage Credit Union are allowed time off work as stated under these laws. Please see Employee Rights and Responsibilities under the [Family and Medical Leave Act](#) (PDF) for more information.

**CAREERS**  
at CoVantage  
*Join us in making a difference.*