

Olympia Federal Savings

EMPLOYMENT AT OLY FED: BEYOND THE PAYCHECK. We recognize that our success is attributed to the diverse and innovative skills and talents of our employees. Below is an overview of the our many benefits and opportunities.

PAID TIME-OFF*

HOLIDAYS: In keeping with the guidelines of the Federal Reserve Bank, we close to observe ...

New Years Day	Memorial Day	Veterans Day	Birthday Float Holiday
MLK Jr. Day	Independence Day	Thanksgiving Day	2 Annual Float Holidays
Presidents' Day	Labor Day	Christmas Day	

VACATION: Vacation days accrue at a rate equivalent of 2 weeks per year.

SICK: Sick days accrue at a rate of 8 hours per month.

WELLNESS: Wellness days, prorated depending on start date, at a rate equivalent of 3 days per fiscal year.

PAID INSURANCE PLANS†

Employees will receive the following company-paid benefits beginning on the 1st of the month following 60 days of employment.

HEALTH: We offer 3 benefit plans to best suit your needs.

GROUP LIFE & LONG-TERM DISABILITY: Our employees are provided life insurance of 2 times annual base salary and long-term disability insurance of 66 2/3% monthly salary.

DENTAL: All diagnostic, preventative and restorative services are between 70 - 100% covered. After 3 years of employment and consistent annual preventative appointments, these services are covered 100%.

VISION: Coverage includes 1 wellness exam, and lenses or contacts every calendar year. Frames are covered every other calendar year.

EMPLOYEE ASSISTANCE PROGRAM: Up to 3 in-person assessment counseling sessions are provided free-of-cost to the employee and their eligible dependents. Many other confidential, cost-free programs and services are also provided.

VOLUNTARY BENEFITS: Choices are available should employees want to elect more coverage – group life insurance, AD&D, Long-term disability, group legal insurance, and long-term care.

EXTRAS

EMPLOYEE/FAMILY SUMMER EVENT
HOLIDAY PARTY
LOGO-WEAR FOR CASUAL FRIDAYS

RETIREMENT

401(K): Offered with up to 5% match once eligible.

ANNUAL INCENTIVE: Subject to annual approval, the incentive is based on individual performance and the company achieving its profitability targets.

PROFIT SHARING: We make an annual contribution of at least 5% of your salary to a profit sharing plan once eligible.

FRINGE BENEFITS

CHECKING ACCOUNT: Service-charge free account with no minimum balance requirement.

FREE BILL PAY: When enrolled in online banking.

FREE PERSONALIZED CHECKS: 2 boxes per order.

FREE 3"x5" SAFE DEPOSIT BOX: As available.

NO LOAN FEE: For purchase or construction of a personal residence‡ when employed for a year+.

NO ANNUAL FEE FOR HELOC: If you open a Home Equity Line of Credit (HELOC) with us.

* After 90 days of employment. † After 60 days of employment. ‡ Excluding Executive Officers.