



Robin Hood Premium Incentive

You may have some questions about GreenState Credit Union's Robin Hood Premium incentive, so we're here to try and answer them.

1. Is there a service requirement to be eligible for payment?

Yes, the employee must be employed the full prior calendar year, January through December, to be eligible for payment the following February.

2. Does the annual income include partner/spouse income, or just the employee?

Eligibility will be determined solely on the individual employee's prior year's gross W-2 annual earnings. If your gross W-2 annual earnings are less than \$50,000, then you will be eligible for this incentive payment.

3. Does the 15% payout count towards our gross income for year-end W-2 earnings?

Yes, all compensation (including incentives, student loan reimbursement, and other payments received) will count toward that year-end W-2 statement.

4. Is it possible that I qualify this year and receive this payment, but then am ineligible the next year?

Eligibility is based on year-end W-2 annual earnings. All employees earning less than \$50,000 will qualify. If a W-2 statement shows over \$50,000 from one year to the next, then the employee would no longer qualify for this incentive payment.

5. Can you explain the 401(k) portion of this benefit in more detail?

This concept aligns with how all other incentive payments are made today. When the Robin Hood incentive payment is made, the employee's current 401(k) election will come out of that payment, as well as a GreenState Credit Union match on those contributions. For example, if I have been employed less than 5 years and am putting away 5%, we will also match 5%. If I have been here over 5 years and am putting away at least 5%, we will match 11%.

6. Can you clarify which W-2 line or earning this is based off of?

Gross pay noted under your W-2 Earning Summary is used to determine eligibility, as shown below. Box 1 "reported wages" are not used because that number subtracts out the 401(k) deductions and health insurance premiums paid. Per Robin Hood Guidelines, this incentive is determined by your TRUE gross wages, as shown below in the example.

2. Your Gross Pay was adjusted as follows to produce:

	Wages, Tips, other Compensation Box 1 of W-2
Gross Pay	39,175.51
Plus GTL (C-Box 12)	2.20
Less 401(k) (D-Box 12)	1,907.51
Less Other Cafe 125	1,399.64
Reported W-2 Wages	35,870.56