

Our Most Valuable Asset

Recognized as one of Fortune Magazine's 100 Best Companies to Work For, we are proud to create a great workplace by taking care of our employees so they can take great care of our members. We recognize that our employees are our most valuable asset, so in return we offer competitive pay, best-in-class benefits and opportunities to thrive – professionally and personally.

- Paid Leave
- Health Plans
- Retirement Plans
- Work/Life Programs
- Navy Federal Membership
- Loan discounts



Cutler Dawson, President, CEO

We Serve Where You Serve

As a member-owned, not-for-profit financial cooperative, Navy Federal is committed to its mission to serve our credit union's field of membership: Army, Marine Corps, Navy, Air Force, Coast Guard, and DoD personnel and their families. We offer a range of affordable products and services designed to meet military lifestyle challenges, such as frequent deployments and overseas assignments.

Our employees serve members from locations across the globe including our headquarters in Vienna, VA and facilities in Pensacola, FL; Winchester, VA; San Diego, CA; and over 275 branches worldwide.

Health and Wellness

Our main campuses offer on-site fitness and wellness centers where employees can enjoy state-of-the-art fitness equipment, as well as specialized fitness classes instructed by one of our professional fitness instructors. Employees located at one of our facilities that do not have an on-site fitness center can receive reimbursement for a gym membership or the purchase of fitness equipment.

We also offer on-site Wellness Centers at our main locations with full-time health care professionals, including a Nurse Practitioner. As an acute-episodic center, each facility offers treatment for common conditions such as upper respiratory infections, earaches, headaches, sprains, skin complaints, minor gastrointestinal complaints, acute asthma complaints, minor pains and wound care at no cost to our employees. We also provide annual flu shots and full-time Wellness Coaching.



Work/Life Benefits

At Navy Federal, we understand the demands of balancing work and personal lives, and we focus on finding new ways to help employees achieve a healthy work/life balance, including:

- Social and recreational activities
- Discounted entertainment tickets for theme parks, movies and local events
- Discounted products and services

We support our employees and their families by listening and responding to employee feedback. Annual employee engagement surveys and various employee appreciation events help us create an even greater place to work.

Rewards and Recognition

We have many reward programs that acknowledge our employees for their exceptional leadership, service and commitment:

- **Partners in Performance** – a variable pay for performance award for all employees
- **Annual Awards** – recognizing employees for outstanding service
- **Sustained Superior Performance** – recognizing employees who consistently exhibit superior performance
- **Superior Achievement Awards** – individual or group recognition for enhancing member service or improving employee satisfaction
- **Service Anniversary Recognition Program** – recognizing employee tenure



Professional Development

Professional development and training opportunities are offered to help employees grow in their career at Navy Federal. Our training curriculum includes workshops on leadership, interpersonal skills, emotional intelligence, workplace creativity, supervisory skills and many other subjects. Our Professional Development Program offers expanded opportunities for graduate level instruction and executive skill development for those at the supervisor and/or manager level and above.

We also offer an Employee Education Assistance Program that provides financial assistance to full and part-time employees who want to further their undergraduate or graduate level education in disciplines that support Navy Federal's business operations. In addition, we offer on-site college certificate programs through partner institutions at our main locations in Vienna and Winchester, VA and in Pensacola, FL. There are also several scholarship programs available to qualified employees.

