

Callahan & Associates

Company Overview



Since our inception (in 1985), Callahan has been known as *The Credit Union Company*. We are fully committed to helping credit unions, and the suppliers that support them, thrive.

We Want To Get To Know You

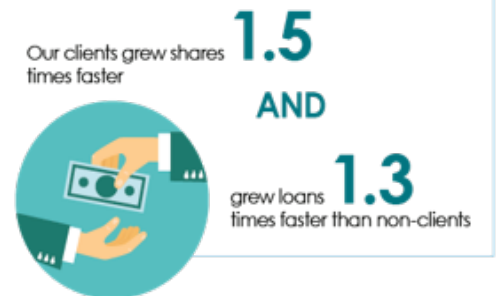
To inquire about job openings and internships, send an email to hr@callahan.com

What We Do

Credit union leaders hire us to identify strategic growth opportunities that increase member value.

How We Do It

Callahan & Associates creates meaningful dialogue, provides strategic counsel, connects people and helps organizations realize strategic value by leveraging our competitive analytics, best-practice media, leadership consulting, and collaborative ventures.



Our Portfolio Of Resources

CALLAHAN Analytics

- Peer-to-Peer
- CUAnalyzer / CUTarget
- MortgageAnalyzer
- CUBrandMonitor
- BranchAnalyzer
- Trendwatch
- Market Research

CALLAHAN Media

- CreditUnions.com
- Credit Union Directory
- Strategy & Performance
- Callahan Collections
- Market Share Guides

CALLAHAN Connect

- Roundtables
- Webinars
- Policy Exchange

CALLAHAN Consulting

- Strategic Planning
- Consulting
- Leadership Team Development
- Speakers Bureau

CALLAHAN Ventures

- CUFSLP
- Trust for Credit Unions (TCU)
- Credit Union Student Choice

Total Compensation Package

Often people think of their salary as their complete compensation, but total compensation is so much more than just your salary. In fact, you can add ~30% to your annual salary to truly understand your total compensation package. At Callahan & Associates we firmly believe our associates are our most important asset so we've taken care to build a comprehensive compensation package to reflect our commitment to our team.



Direct Compensation

Competitive Salary	That's just the start of your total compensation package.
Success Dashboard Bonus	We're all striving to the same goals and share in our achievements. Through the Success Dashboard you can earn up to \$2,500 each year.
Employer Portion of Payroll Taxes	Payroll taxes providing social security, medicare and unemployment benefit to the associate cost Callahan ~7.5% of your salary.

Long-Term

Ownership (Employee Stock Ownership Plan)	We are employee-owned and each year Callahan pays 100% of the contribution to this long-term, wealth-builder savings account.
401K	Callahan matches your 401K contributions at a 3% throughout year and another 3% at year-end.
Profit Sharing	Callahan shares profit depending on company financial performance. The typical amount is 1% of your annual gross salary.

Health & Wellness

Time Off Benefits	<p>Paid Time Off – you earn 15 days PTO in your first full year.</p> <p>Holidays – you'll have 10 paid holidays each year.</p> <p>Your Birthday – your birthday is on us!</p> <p>Volunteer Time Off – take 1 day each year to volunteer for financial literacy programs.</p>
Health Benefits	<p>Medical – Callahan pays 70% of the reference plan for associate's health care insurance.</p> <p>Dental – Callahan offers associate-paid dental benefits.</p> <p>Vision – Callahan provides access to comprehensive vision coverage.</p> <p>Employee Assistance Program – this 100% company paid benefit is available to associates and their families.</p>
Flexible Spending Accounts	<p>Flexible spending accounts allow for pre-tax dollars to go to pay for eligible expenses.</p> <ul style="list-style-type: none"> • Health Care FSA • Dependent Care FSA • Parking & Transportation FSA • Metro SmartTrip

Financial Security

Life & Disability Benefits	<p>All our life & disability benefits are 100% company paid and they provide a tremendous amount of peace of mind to you and your loved ones.</p> <ul style="list-style-type: none"> • Life Insurance - 2X your annual salary up to \$200K • Accidental Death & Dismemberment - 2X your annual salary up to \$200K • Long-Term Disability - 60% of monthly salary with a maximum of \$10K/month until the age of 65. Starts at day 91 of disability related absence. • Short-Term Disability - 60% of monthly salary with a maximum of \$2,500/week. Covers days 15 - 90 of disability related absence.
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Culture

Professional Development	<p>We value curious learners and provide a variety of growth & developmental opportunities; including:</p> <ul style="list-style-type: none"> • Tuition Reimbursement. • Internal and external training programs. • Active voice in committees and operations.
Culture Benefits	<ul style="list-style-type: none"> • Free beverages and healthy snacks. • Peer recognition of Above & Beyond performance. • Recognition of career milestones.
Discounts & Savings	LifeMart offers free access to discounts for activities and purchases you make every day.
Work Life Balance	We love our company and the work we do, but we love having a life outside of the office too. We provide a purpose-driven, results-oriented workplace while promoting work life balance.