

**2025****SUMMARY OF TOTAL REWARDS****HEALTH & WELFARE PLANS**

- Medical Plan – 5 options\* via Aetna with Pharmacy (Rx) Benefit \*Based on Region
- POS, Managed Choice and High Deductible Health Plan Options
- Dental Plan – 2 options via Aetna – PPO or DMO - Includes Orthodontia (Children and Adults)
- Vision Plan via VSP
- Multi-Tier Coverage incl Domestic Partner
- Basic Life/AD&D Insurance of \$50k via MetLife - Company Paid
- Short and Long-Term Disability Insurance
- Employee Assistance Program (EAP) via LifeCare

**VOLUNTARY PLANS**

- Supplemental Life, AD&D (Employee, Spouse, Child)
- Health Savings Account (HSA)
- Flexible Spending Account (FSA)
- Includes: Health Care, Limited Purpose, Dependent Care, and Commuter Benefit FSAs.
- Legal Services
- Accident and Critical Illness Insurance

**RETIREMENT PLAN**

- Automatic enrollment first of the month after 90 days
- Traditional (Pre-tax) and Roth (Post-Tax) 401(k) deferral options available
- 100% Match up to 3% (Bi-weekly)

**WORKPLACE**

- ADP TotalSource HRIS Platform
- Referral Bonuses of \$2,500
- Single Leave PTO Pool (Vacation and Sick)
- 2 Floating Holidays
- Other Leave: Maternity, Paternity, Jury Duty, Military, and Bereavement
- Internal Communication Channels via Microsoft Teams

**PROFESSIONAL GROWTH**

- Merit Increases
- Annual Compensation Reviews
- Performance Engagement Process
- Tuition & Certification Reimbursement up to \$10,000/year
- Professional Training
- (Pilot) Mentoring Program
- Career Pathways

**QUALITY OF WORK LIFE**

- Annual Employee Engagement Survey
- Open Door Forum
- Diversity and Inclusion Culture
- Leadership and Development Culture
- Wellness Program including Financial Wellness
- 16 hours of Volunteer Leave per year
- Social Events/Employee Engagement Activities
- Employee Focus Groups: Sustainability, Wellness and Mental Health, and Women at CPower
- Vendor Discounts via ADP's LifeMart
- Employee Recognition Program: Nectar