

## EMPLOYEE BENEFITS

*COMPENSATION:*

**Market-Based Adjustments & Variable Pay Bonus Plans opportunities.**



**CPS Guiding Values:**

Care for our Customers

Care for Each Other

Care for the Organization.



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| <b>Health &amp; Wellness</b>                 | Blue Cross Blue Shield HMO or PPO, Kaiser  |
| <b>Dental Insurance</b>                      | Lincoln Financial PPO  |
| <b>Vision Insurance</b>                      | EyeMed   |
| <b>Flex Spending Accts</b>                   | Includes Medical Flexible Spending & Dependent Care Assistance   |
| <b>EAP</b>                                   | Employee Assistance Program available to employees and family members.   |
| <b>Live Well, Work Well Programs</b>         | Programs include fitness activities, massages, flu shots, social activities and other health related programs chosen by employee groups.   |
| <b>Tuition Reimbursement</b>                 | We'll help you pursue further education that is relevant to what you do. \$2,500 allowance per year – you must receive a grade “B” to qualify.   |
| <b>Training &amp; Development Programs</b>   | CPS has an enterprise wide training program available to all employees provided on-site at the Sacramento headquarters and/or other locations.   |
| <b>Parking/Transit Pass/</b>                 | CPS offers transit pass subsidies for those who ride public transit to/from work and we also provide free parking at the Sacramento office.  |
| <b>Life &amp; AD&amp;D Insurance</b>         | Automatic coverage at one times annual salary to max of \$100,000.   |
| <b>Short Term &amp; Long Term Disability</b> | Short Term Disability Insurance coverage provided at 60% of salary. Long Term Disability coverage provided at 60% of salary once Short Term Disability is exhausted.   |
| <b>RETIREMENT &amp; SAVINGS</b>              | CPS does not participate in social security, so no contribution is required of employees. CPS is a member of CalPERS and has a defined contribution pension plan which is rare and richer than most private sector 401k plans. |
| <b>457 DC Plans</b>                          | We provide access to two 457 Deferred Compensation Plans through CalPERS and Nationwide Retirement solutions.  |
| <b>Work/Life:</b>                            | Flexible Schedules and Telework. CPS values and guiding principles emphasize attaining balance in work life, home life and health.   |

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| <p><b>Time Off:</b></p> | <p><b>PTO:</b></p> <p><b>1<sup>st</sup> Year: 13 days</b></p> <p><b>4<sup>th</sup> Year: 18 days</b></p> <p><b>12<sup>th</sup> Year: 22 days</b></p> <p><b>Holidays Observed</b></p> <p><b>New Year's Eve (January)</b></p> <p><b>New Year's Day (January)</b></p> <p><b>Memorial Day, (May)</b></p> <p><b>Independence Day (July)</b></p> <p><b>Labor Day, (September)</b></p> <p><b>Thanksgiving &amp; Day After (November)</b></p> <p><b>Christmas Eve &amp; Christmas Day (December)</b></p> <p>Our offices close December 24<sup>th</sup> thru January 1<sup>st</sup> allowing time to enjoy the holidays with family and friends. This closure consists of 4 company paid holidays and employees are required to use 3 days of PTO.</p> <p><b>LTS:</b> Long Term Sick – 6 days per year.</p> |
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