



# CPL Benefits 2023

A CULTURE THAT CARES

At CPL, we put people first. Our team members enjoy flexible time off and remote opportunities that promote a healthy work-life balance as well as immediate access to the following benefits:

## Medical, Dental, Vision & Prescription Drug

100% of the individual medical premium paid or a generous contribution made to the family premium.

We provide several competitive care options so that you can choose the plan that's best for you and your family.

Medical, dental and Rx are provided by BlueCross BlueShield.

**Education Investment** \$6,000 towards your student loans over 5 years. Eligible team members pursuing a degree or licensure may receive reimbursement for fees and additional time off for exam days.

**HSA Contribution** \$0.50 matched for every dollar contributed (up to \$900 for each team member and \$1,800 per family) to help cover medical, dental and vision expenses.

**Flexible Spending Accounts** Medical and dependent care accounts with pre-tax advantages. \$5,000 paid toward dependent childcare annually by participating members.

**FREE Life & AD+D Insurance Policy** benefit of up to \$50,000.

**Voluntary Life Insurance** Seven times the annual salary (up to \$500,000, or \$250,000 for a spouse). Participants pay 100% of the premiums.

## Voluntary Long & Short-Term Disability Insurance

Income replacement options to help during times of need, including pregnancy and maternity leave. Long-term disability is 100% employer-paid. Short-term disability participants cover 100% of the premium and receive 60% income benefit.

## Legal Plan Access

to a wide range of legal services. Participants pay 100% of the premium.

**Retirement Savings Plan** Automatic enrollment in CPL's 401K. \$0.50 cents matched for every contributed dollar, up to 6%.

**Employee Assistance Program (EAP)** Confidential support, resources and information available at no cost to you through ComPsych partnership.

**Accident Insurance** An extra layer of protection that gives you a cash payment to help cover out-of-pocket expenses in the event of an unexpected, qualifying accident.

**Other Discounts and Perks** Savings on thousands of products and services through My Better Benefits and Lifemart.





## Committed to Community

Whether we're running marathons for charity, volunteering with not-for-profit agencies or serving on local boards, we strive to impact beneficial change throughout the towns we live and work in, developing meaningful connections with one another in the process.



## Championing Talent Mobility

Education and innovation go hand in hand, so we participate in training webinars, conferences and leadership development programs to help unlock our team's full potential. Team members also receive a \$1,000 bonus upon earning a professional license.



## Our Guiding Values

*Integrity, Ingenuity, Collaboration, Inspiration, Family, Fun*— we live and breathe these core values, which exemplify who we are and how we work. In doing so, we cultivate a warm and engaging culture that celebrates personal and professional achievement.

## Flexible Time Off

In addition to closing in observance of eight holidays, CPL's FTO policy empowers team members to take time off whenever they need to.

## CPL Wellness

Our internal Wellness committee is focused on curating tools, resources and activities that promote healthier, happier living for all team members.

**19 offices and growing! Join us!**

[CPLTEAM.COM/JOIN-OUR-TEAM](http://CPLTEAM.COM/JOIN-OUR-TEAM)

