



2025 CPL Benefits & Rewards

A CULTURE THAT CARES

At CPL, people come first. Our comprehensive total rewards package promotes trust, collaboration and performance, allowing you to bring your best self to work.

Competitive Pay and Bonuses Team members enjoy a fair pay structure, annual bonuses and opportunities for long-term incentive rewards.

Medical, Dental, Vision & Prescription Drug Insurance

We offer several care options, allowing you to choose the plan that's best for you and your family. We cover 100% of the HDHP individual medical premium and make substantial contributions to select plans.

Education Investment Eligible team members pursuing a degree may receive reimbursement for fees and additional time off for exam days. You'll also receive a \$1,000 bonus upon earning a professional license.

HSA Contribution We provide a \$0.50 cent match for every dollar contributed to your HSA (up to \$1,100 for each team member and \$2,200 per family) to help cover health expenses.

Flexible Spending Accounts Team members can take advantage of pre-tax accounts to support medical and dependent care payments.

We've Got You Covered All team members automatically receive a \$50,000 Life and AD&D policy, as well as short and long-term disability insurance, at no cost.

Voluntary Life Insurance Team members can acquire extra coverage, including up to \$500,000 for yourself, \$200,000 for a spouse and \$10,000 for dependent children.

Voluntary Short-Term Disability Insurance You can purchase additional short-term disability to help during times of need—including pregnancy—with benefits supplementing 60% of your income.

Legal Plan Access an expansive network of attorneys and a range of legal services for a low monthly cost.

Retirement Savings Plan Full-time team members can enroll in a 401(k) pre-tax plan or Roth savings account immediately upon hire, with a \$0.50 cent match for every dollar contributed up to 6%.

Employee Assistance Program (EAP) 24/7 confidential support, on-demand resources, wellness coaching and a virtual concierge are available at no cost to you through our partnership with ComPsych.

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.

Critical Illness/Specified Disease Coverage Helps protect you and your family from financial loss providing lump-sum benefits upon diagnosis of a covered condition. Also includes a \$50 annual Wellness Screening benefit

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



Building Stronger Communities

Whether we're running marathons for charity, volunteering with nonprofit 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. That's why we provide in-house learning opportunities alongside external experiences like webinars, leadership programs, vendor lunch-and-learns and industry conferences—empowering our team to grow and thrive with guided career paths.

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 and providing 7 paid sick days, our FTO policy empowers team members to take time off in support of a robust work-life balance.



CPL Wellness

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

Join us!

[CPLTEAM.COM/JOIN-OUR-TEAM](https://cplteam.com/join-our-team)

