

HEALTH INSURANCE

- Eligible 1st day of the month, following hire date. **Medical Insurance:** \$1500 deductible; **Dental Insurance:** \$50 deductible; **Vision Insurance:** No Deductible

401K & 401K ROTH

- Eligible after 1 year of employment & 1000 hours of work. CMMC matches 100% of employee's deferral up to 4% (depending on contribution). Contribution limit: \$23,000 per year and additional \$7500 per year if 50 years old and above.

FLEX PLAN SPENDING ACCOUNT

- Eligible 1st day of the month, following hire date. Pre-tax savings plan to reimburse for out-of-pocket medical and dependent care expenses. **2024 Maximum Contributions:** Health - \$3200, Dependent Care - \$5000, \$640 carry-over allowance.

LIFE INSURANCE

- Eligible 1st day of the month, following hire date. \$15,000 in term life insurance available to all employees **at no charge to the employee**. Employees must work 24 hours a week as part-time or full-time status. Other group term life insurances available.

EARNED TIME (HOLIDAY & VACATION) & EXTENDED ILLNESS BANK (SICK LEAVE)

- Accrual begins 1st day of employment. Full-time & part-time employees accrue earned time & sick time. Accrual rates are calculated on hours worked for the pay period. Personal time accruals increase with longevity.

PAYROLL DEDUCTIONS

- Eligible upon 1st day of employment. Automatic deductions for dietary bills, gift shop purchases, etc.

For additional information contact CMMC Human Resources or review the CMMC employee handbook.

BEREAVEMENT LEAVE

- Eligible upon employment. In the event of a death of immediate family, or spouse's family, employee can receive up to 3 days off for in-state situation and 5 days for out-of-state. Pay is for scheduled shifts that are missed.

LEAVE OF ABSENCE

- Eligible upon completion of one year employment & 1250 hours worked in that year. Under Federal regulations, CMMC grants 12 weeks of FMLA upon approval. ET & EIB may be used during leave. Leave for Military employment is granted. ET & EIB do not accrue during this time.

TUITION REIMBURSEMENT

- Eligible after one year of employment. \$2500 in tuition reimbursement available, upon approval, per rolling year. Fee, books, etc are not covered. Minimum of 24 hours a week work required.

CONTINUING EDUCATION

- Eligible upon employment. CMMC provides a variety of opportunities in job-related topics. Programs sponsored by CMMC available at no direct cost to the employee upon Department Managers approval.

EMPLOYEE ASSISTANCE PROGRAM

- Eligible upon employment. EAP provides assistance to employees and their immediate families by providing counseling services. 8 visits per calendar year (per family member) are provided.

SUPPLEMENTAL BENEFITS

- Eligibility varies. Supplemental benefits such as short term disability, long term disability, accident, hospital indemnity and critical illness are available.

PHARMACY DISCOUNT

- Eligible upon employment. Discounted over the counter medications for employees and their immediate family members at CMMC's in-house Pharmacy.

FITNESS CENTER

- Eligible upon employment. Employees receive **FREE** membership to the Fitness Center but must register with the FC Manager. Discounts are offered to family members membership.