

Benefits Summary Description

CCS

EARLY LEARNING

Training Benefits ~ CCS has a commitment to excellence and provides in-house training and development opportunities. CCS also provides generous support for employee training including assisting with some tuition as needed and as funds allow. Currently, we are able to provide 100% funding towards college tuition and fees for employees enrolled in the Early Childhood degree program.

Insurance ~ Regular full time (30+ hrs) employees are eligible.

Premiums: CCS pays a majority of the premium for employees for medical, vision, or dental and deducts the employee portion from paychecks. Coverage continues during layoff periods providing employment continues following the lay off. Dependents may also be enrolled in our plans.

Plans Available:

- **Medical Option 1** ~ Premera ~ \$500 deductible \$1,500 family
Option 2 ~ Premera High Deductible Health Plan ~ \$1,500 deductible \$3,000 family, CCS contributes \$125 per month to your Health Savings Account - deposited quarterly
- **Vision** ~ VSP ~ exam every 12 mo. (no charge), lenses every 12 mo., frames every 24 mo. (\$20)
- **Dental** ~ Humana ~ Covered expenses are payable to \$1,500 per calendar year. Annual deductible of \$50 per person or \$150 per family.
- **Life Insurance** ~ LifeWise ~ \$20,000 for each eligible employee – premium paid by the agency
- **Accidental Death and Dismemberment Insurance** ~ LifeWise – premium paid by the agency

Retirement~ Make tax-deferred contributions into an ING 403(b) Tax Deferred Annuity retirement fund. During the 2009/2010 program year, CCS is matching 3% of your contribution each pay day.

Flexible Spending Accounts - Section 125 ~ Regular full-time (30+ hrs) employees may participate in this plan which allows you to pay for certain expenses before taxes are deducted which results in higher net earnings and less taxable gross earnings.

Leave ~ All regular employees accrue general leave. Regular, full-year employees accrue two weeks of annual leave per year (increases with years of service).

Holidays ~ Scheduled paid holidays are listed on the CCS annual calendar.

Staff Wellness ~ As part of our commitment to staff wellness we offer information and activities throughout the year on wellness topics. We have a corporate membership at the AT&T Sports Center so that the membership fee for our employees is waived if they join in September or October and pay a reduced enrollment fee during the other months of the year.