

Benefits



CCSi recognizes that people are our most important resource. We have a comprehensive benefits package to ensure our employees' health insurance and other personal needs are met. All full-time employees are eligible for the company's benefits programs. Most benefits are provided at low or no cost to employees. Annually we review and re-compete our health benefits program to ensure our employees are provided the most desirable and cost-effective program available.

In addition to insurance benefits, CCSi offers paid time off, a personal investment program, and tuition reimbursement. CCSi's comprehensive leave program allows for time off for holidays, bereavement, jury duty, military duty and vacation or sick leave.

Benefits Overview

Leave Program	Medical, Dental and Ancillary Coverage (All plans offer Nationwide Coverage)	Personal Programs
Vacation and Sick Leave <ul style="list-style-type: none"> • Accrual of 2-4 weeks (80-160 hours) per year to a maximum of 6 weeks (240 hours), dependent on years of service. • Sick leave: Accrual of 5 days (40 hours) per year to a maximum of 10 days (80 hours). 	Aetna (Medical) <ul style="list-style-type: none"> • HMO (Health Maintenance Option) <ul style="list-style-type: none"> – Aetna Open Access Plans – HMO (Open Access) • POS (Point of Service) <ul style="list-style-type: none"> – Aetna Open Access Plans – Aetna Choice POS (Open Access) • PPO (Preferred Provider Option) <ul style="list-style-type: none"> – Aetna Standard Plans – Open Choice PPO 	401(k) (John Hancock) <ul style="list-style-type: none"> • 100% vested after 3 years of employment • Employees may contribute up to \$17,000 (additional catch-up of \$5,500 if over age 50) • Company matches
Holidays Follow the Federal schedule	<ul style="list-style-type: none"> • Prescription Program is included in all Aetna plans <ul style="list-style-type: none"> – Most local pharmacies participate – Mail order prescriptions are available 	Flexible Spending Accounts (Wage Works) <ul style="list-style-type: none"> • Health Care: for expenses not covered by insurance <ul style="list-style-type: none"> – Maximum of \$2,400 • Dependent Care: for dependent (child, adult or elder) daycare so you can work <ul style="list-style-type: none"> – Maximum of \$5,000/household • Adoption <ul style="list-style-type: none"> – Maximum of \$12,150 • Parking <ul style="list-style-type: none"> – Maximum of \$240.00 monthly • Commuter Transit <ul style="list-style-type: none"> – Maximum of \$125.00 monthly
Jury Duty Compliant with jurisdictional requirements.	Visit www.aetna.com to confirm participating doctors, hospitals, local pharmacies, and other healthcare providers.	
Bereavement Up to 2 days paid time off for the funerals or memorials of family members.	Guardian (Dental) Guardian PPO pays 100% preventative, 80% basic and 50% of major services up to \$1500 per year per person. Portion of unused maximum may be rolled-over to increase following year's maximum.	
Military Duty Compliant with USERRA and other federal regulations to provide all the necessary time off for our service members and for immediate family members.	Guardian (Ancillary Coverage) Life/Accidental Death and Dismemberment Insurance Company paid (no dependent) for 1X salary up to \$50,000. Short Term Disability After a waiting period of 7 days, pays 60% of weekly income up to a maximum of \$1,000/week for a period of up to 90 days. Employee pays \$20 per month. Long Term Disability After a waiting period of 90 days, pays 60% of monthly income up to a maximum of \$5,000/month. Variable rate.	
		Tuition Reimbursement Course work will be considered on a case-by-case basis in advance of employee enrollment. Reimbursement made for tuition costs to the IRS maximum of \$5,250/year.
		Professional Organizations Reimbursement for membership fees.