

### Medical, Dental, Prescription and Vision

CICC pays the major portion of health, dental, prescription and vision premiums for all employees and a high percentage of the dependent's premium. Health benefits become eligible the first day of the next month following 90 days of continued employment. Employees must work 32 hours per week to be eligible for benefits.

### Other Employee Benefits

- Flex Spending Accounts: Dependent care and health care expenses may be paid on a pre-tax deduction basis through a 125 Plan
- Vacation: 13 paid vacation days per year up to 3 years of service, 16 days vacation for 4 to 10 years of service, and 19 days for 10+ years of service
- Sick Leave: 13 paid days per year
- Holidays: 13 paid days per year
- Life Insurance, Long Term Disability and Accidental Death and Dismemberment
- 401K Plan – Hartford: CICC matches 50 cents to the dollar up to 4% of employee's annual salary
- Bereavement Leave: Up to 3 days off for bereavement leave
- AFLAC insurance programs
- Direct Deposit Options
- Discount coupons for various community activities, theme parks, etc.

CICC reserves the right to change, modify, delete, or add to any and all benefit programs.

