

VERSION: APRIL 2025

# CIS Total Rewards Benefits Program

SUPPORTING YOU HOLISTICALLY  
➔ IN YOUR WORK AND BEYOND

Grounded in Partnership ➔ Focused on Impact



Life happens and priorities shift. That's why our benefits package is generous and flexible enough to meet you where you are today. And tomorrow.

## → Time for Things That Matter

*We want you to live your life outside of work too, which is why we offer:*

- **Unlimited Paid Time Off** to keep your physical and mental health and well-being balanced subject to meeting performance metrics and supervisor approval
- **Paid Holiday** gives you eleven paid holidays every year
- **Volunteer Time Off** gives you eight hours paid time off during a year to volunteer
- **Maternity and Parental Leave** gives time for parents to care for a newly born or adopted child
- **Family Medical Leave** grants time off for specified family and medical reasons
- **Flexible Work Arrangements** are available for many positions

## → Complete Healthcare

*Because the health needs of you and your family are unique, we offer healthcare options so you can choose the best one for you:*

- **Medical and dental insurance** plans
- **Vision insurance** for affordable, high-quality eye care and eyewear
- **Flexible Spending Accounts**, tax-free dollars to pay for certain out-of-pocket healthcare and/or dependent care costs
- **Employee Assistance Program**, which provides free resources and counseling services when employees need help with work, home, personal or family issues
- **Life insurance** and accidental death and dismemberment (AD&D)
- **Short- and long-term disability**
- **Voluntary accident, critical illness and life** insurance

## → Learn and Grow

*To help you work toward your career goals, we offer:*

- **Professional development and training** opportunities

## → Journey to Retirement

*To help employees plan for their retirement, we offer:*

- **401(k) program** that includes non-traditional features such as immediate investment and post-tax contributions
- **Company 401(k) match** (4% of base salary)
- **Access to professional investment advisors** who can manage your account and help with retirement planning and rollover needs