



## CTCA Benefits

At CTCA, we're committed to being the best place to work. To achieve this goal, we provide our Stakeholders (employees) with:

- Opportunities for meaningful work;
- Innovative tools and technologies; and
- A full range of comprehensive and competitive benefit plans designed to help you and your family enjoy good health, financial security and work/life balance, as summarized below.

### Benefits For Good Health

#### Wellbeing Resources

- Free annual biometric screenings for Stakeholder and spouse
- Online health assessments
- Cafeteria with healthy meal choices
- Onsite exercise facilities
- Onsite Weight Watchers®
- Healthy Awards Program that rewards you for taking part in health-promoting activities

#### Medical

- Choice of two medical plan options, including one featuring a tax-advantaged Health Savings Account with annual CTCA contributions
- Annual preventive exam covered at 100% under both plan options
- Prescription drug coverage, including 100% coverage for eligible preventive drugs

#### Nutritional Supplement Benefits

- Free or discounted supplements from Cancer Nutrition Centers of America and other approved sources

#### Dental

- Free preventive care (twice yearly exams and cleanings, annual x-rays)
- Basic benefits (fillings, simple extractions)
- Major benefits (inlays, onlays, crowns, implants)
- Orthodontia

#### Vision

- Payment for a portion of cost for eye exams, frames, lenses, and contact lenses
- Discounts on Lasik surgery

#### Flexible Spending Accounts

- Payment for qualifying health care and dependent care expenses with pre-tax dollars

## Benefits For Financial Security

### Life and Accidental Death & Dismemberment (AD&D) Insurance

- No-cost basic life insurance coverage for Stakeholder and eligible dependents
- No-cost Stakeholder AD&D insurance
- Optional supplemental life and AD&D insurance for Stakeholder and eligible dependents

### Disability Insurance

- CTCA-paid short-term and long-term disability benefits
- Optional Stakeholder-paid supplemental disability coverage

### Long-Term Care Insurance

- Optional coverage for you and/or your spouse, parents, adult children, siblings, grandparents and in-laws

### Supplemental Voluntary Benefits

- Universal life insurance, critical illness insurance, cancer insurance, and group accident insurance; available from Allstate at group rates
- Pet insurance at discounted premiums

### 401(k) Savings and Retirement Plan

- CTCA matching contributions
- Automatic vesting in personal and matching contributions
- Broad selection of investment options, including Fidelity Lifecycle Funds

### College Tuition Benefit

- Program that lets you save for retirement *and* for a child's college education
- Points based on your 401(k) balance; redeem for guaranteed scholarships

## Benefits For Work/Life Balance

### Time Off

- Paid holidays, personal days, vacation, sick days

### Tuition Reimbursement

- Up to \$5,250 annually for approved work-related college courses; includes tuition, books and lab-fees

### Center for Learning

- Thousands of classroom training sessions and e-Learning courses at no cost to you

### CIGNA EAP

- 24/7 access to information and resources on marriage, parenting, legal and financial issues and more

### Unum Work/Life Balance Program

- Educational materials and referrals for solutions to a variety of everyday challenges

### Emergency Travel Assistance

- Medical services and assistance if you have an emergency while traveling 100 or more miles from home

### Concierge Services

- A variety of business and personal services—event planning, home management, child or pet care and more

### Discount Programs

- Preferred pricing from AT&T, Office Max, The Walking Company, Verizon and more

### Adoption Assistance

- Reimbursement for up to \$5,000 in eligible expenses; up to \$6,000 for special needs child



Winning the fight against cancer, every day.®

