

**CHALLENGE CENTER
Employee Benefit Summary**

Benefits as of 8/01/09, may be changed without prior notice by management.

Benefit	Full Time	Part Time	Effective Date
* Health Insurance Deductible - Wellness: Physical Exams - Well Baby Care - Prescription Coverage	Staff Contribution/month: pre-tax Single 15% Family 22% Unlimited with copay (no deductible) Pays all expenses until 5th birthday Staff pay \$15/30 day Presc. if generic, \$30 for a 90 day supply via mail order.	Not Available	1st of month following 30 days of employment
* Dental Insurance (All Employee Paid)	Single Family \$23.00 \$58.00	Same benefit for staff employed 20 or more hours/week.	1st of month after 30 day employment
* Term Life Insurance	\$50,000 with premium paid by employer. More available - Staff paid.	Not Available	1st of month after 30 day employment
* Long Term Disability Insurance	Tax-free salary after 3 months of continuous disability.	Not Available	1st of month after 30 day employment
* Worker's Compensation	Wage and medical expense reimbursement for qualified work- related injury/illness.	Wage and medical expense reimbursement for qualified work- related injury/illness.	Immediate
* 403b Retirement Plan (Employer paid)	Employer Contributions after: 24 months 3% 48 months 5% 72 months 7% 96 months 9%	Not Available	After 24 months of full time employment
* 403b Retirement Plan (Employee paid)	Employee tax-sheltered contributions	Employee tax-sheltered contributions	Immediate
* Cafeteria Plan Account (\$26 annual service fee)	Pre-tax dollars set aside to cover Day Care and Medical costs. (Voluntary deduction)	Same benefit for staff employed 20 or more hours/week.	Staff set Deductions before Dec. 15 each year
* Paid Vacation	Years 1 + 2 = 6.67 hours/month Years 3,4 + 5 = 10.00 hours/month Years 6 + = 13.33 hours/month	Not Available	Immediate
* Pro-rated Paid Leave	Not Available	1 hour for every 25 hours worked.	6 months after hire.
* Personal Holidays	Two paid days annually	Not Available	Immediate
* Paid Holidays	Eight holidays are paid: New Year's Day, Good Friday (Non-Residential staff) or Easter (Residential staff only), Memorial Day, Independence Day, Labor Day, Thanksgiving, Christmas Eve, and Christmas Day.	Not Available	Immediate
* Paid Sick Leave	Accumulated at 8 hours/month.	Not Available	Immediate
* Funeral Leave	Paid up to 3 days immediate family, 1 day extended family.	Unpaid leave available.	Immediate
* Jury Duty	Paid, employee reimburses agency jury duty pay.	Unpaid leave available.	Immediate
* Mileage/Meal Reimbursement for Business Related Expense	\$0.38/0.48 per mile. Lower rate applies if agency vehicle is available. Other expenses with approval & receipt Up to \$9 Breakfast, 12 Lunch, 18 Dinner	\$0.38/0.48 per mile. Lower rate applies if agency vehicle is available. Other expenses with approval & receipt. Up to \$9 Breakfast, 12 Lunch, 18 Dinner	Immediate
* Flu Shot	Provided at CCI at no staff charge.	Provided at CCI at no staff charge.	Seasonal
* Employee Fitness Reimbursement Plan	Reimburses 50% (up to \$30/mo) of fitness center membership fees.	Same benefit for staff employed 20 or more hours/week.	FT - Immediate PT - after 12 months
* Direct Deposit of Paycheck	Free	Free	Immediate
* Notary Service	Free	Free	Immediate
* Community Retail Discounts	Some area businesses offer discounts with CCB Staff ID card.	Some area businesses offer discounts with CCB Staff ID card.	Immediate

