

TOTAL REWARDS AT CEI

BENEFITS OVERVIEW

HEALTH & LIFE INSURANCE

Active, regular, full-time employees working a minimum of 30 hours per week.

HEALTH PLAN OPTIONS

EPO, PPO, high deductible PPO, and Kaiser HMO. Majority employer-paid, with cash incentive for waiving dependent medical coverage.

DENTAL COVERAGE PLANS

PPO, HMO.

VISION SERVICE PLAN

LIFE INSURANCE PLAN

100% employer paid.

LONG TERM DISABILITY INSURANCE

100% employer paid.

SUPPLEMENTAL COVERAGE OPTIONS

Incremental life insurance, short-term disability, accident, hospital, critical illness, pet insurance.

H.S.A. EMPLOYER CONTRIBUTION

CEI will contribute \$1,000 into your HSA. Individual coverage or \$2,000 if you are covering yourself and additional family member(s). Amounts are prorated based on effective date of coverage.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

MENTAL HEALTH AND WELLNESS RESOURCES

BENEFITS

401K

ARAG LEGAL

Employee-paid prepaid legal plan.

FLEXIBLE SPENDING ACCOUNTS

COMMUTER BENEFITS

MARKET-COMPETITIVE PAY

LONG-TERM CARE POLICY

100% employer paid with buy-up options available.

CAR ALLOWANCE FOR ELIGIBLE POSITIONS

COMPANY-ISSUED MOBILE PHONES

For eligible positions.

EMPLOYEE REFERRAL BONUSES

TUITION REIMBURSEMENT

Eligibility requirements.

PROFESSIONAL ENGINEER (P.E.) LICENSE BONUSES

CORPORATE DISCOUNTS

OfficeMax, Dell, Verizon, AT&T, Sprint, Ford, GM, Working Advantage discount site access.

QUESTIONS? CONTACT THE CEI BENEFITS HELP LINE AT 866-775-4167 OR CEIBENEFITS@ABDANSWERS.COM.

TOTAL REWARDS AT CEI, CONT.



HOLIDAYS AND TIME OFF

UP TO 14 PAID HOLIDAYS PER YEAR

TWO TO FOUR WEEKS PAID VACATION PER YEAR
Depending on tenure.

TWO WEEKS PAID SICK TIME PER YEAR

SICK PAY "BANK"
For qualifying long-term illness or dependent care.

EMPLOYEE RECOGNITION

SPOT BONUSES FOR INDIVIDUAL CONTRIBUTION

CELEBRATIONS AND GIFT CERTIFICATES
\$500 for weddings and newborns

RETIREMENT CASH GIFTS AND CELEBRATIONS

EMPLOYEE ENGAGEMENT EVENTS
Across various locations throughout the year.

COMMUNITY GIVING

EMPLOYEE CHARITABLE DONATIONS MATCHED
To 501(c)(3) non-profits, up to \$5,000 per year.

EMPLOYEE VOLUNTEER TIME OFF
To support community needs.

DEVELOPMENT AND COMMUNICATION

MANAGEMENT TRAINING & PROGRAMS

EMPLOYEE SEMINAR AND TRAINING OPPORTUNITIES

FUNCTIONAL JOB TRAINING
Estimating, PM training, etc.

LEARNING MANAGEMENT SYSTEM

PERFORMANCE EVALUATIONS AND FEEDBACK

INTERNAL CORPORATE SOFTWARE
Company information and peer recognition.

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