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.

CORPORATE GIVING MATCH
CEI Gives Foundation matches all eligible donations.

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

website: app.strivebenefits.com/cei phone: 866-775-4167
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.

COMMUNITY GIVING

EMPLOYEE CHARITABLE DONATIONS MATCHED
To 501(c)(3) non-profits, up to $5,000 per year. Online portal for donations, volunteering and tax reporting.

EMPLOYEE VOLUNTEER TIME OFF
To support community needs.

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.

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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