

2023 Employee Benefits Snapshot

- **Health Insurance (Blue Cross Blue Shield)**
 - Blue Advantage HMO
 - HMO Illinois
 - PPO
- **Dental Insurance (Delta Dental)**
 - HMO
 - PPO
 - Available for both full and part-time employees
- **Life Insurance and Long-Term Disability (Mutual of Omaha)**
 - Paid for by Clearbrook for all full-time employees
 - Life policy benefit = 1.5x annual salary
 - LTD monthly payment = 60% of typical monthly earnings
- **Paid Time Off**
 - Vacation days
 - Sick days
 - 11 paid holidays per year
- **Retirement Savings Plan (VALIC/Corebridge Financial)**
 - Tax-deferred mutual fund/ Roth 403B
 - Clearbrook contributes 3% of annual salary after 2 years with the company
- **Employee Referral Bonus Program**
 - Earn up to \$4,000 per full-time employee referral!
 - See HR for details
- **Staff Development**
 - Dozens of training opportunities every month
 - Time paid for attending training
 - Opportunities for advancement
 - Above & Beyond Recognition program
- **Credit Union Benefits**
 - Checking and savings accounts
 - New and used vehicle loans
 - Thousands of surcharge-free ATMs nationwide
- **Annual Activities**
 - Staff Appreciation luncheons
 - Holiday Party
 - Volunteer Opportunities
 - & more!
- **Additional Benefits**
 - Tuition reimbursement
 - College course discounts
 - Employee Assistance Program (EAP)
 - Optional Short-Term Disability plan
 - AFLAC policies
 - Long-Term Care insurance
 - Optional Term Life insurance
 - Public Service Loan Forgiveness program