

## 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