



CBIZ Employee Benefits Program



PURPOSE

- 529 Plan
- Education Assistance Program
- Employee Assistance Program
- Service Anniversary Program

SOCIAL

- Flexible Work Arrangements
- Paid Time Off
- Parent Program
- Pregnancy Disability Leave
- Parental Leave
- Holiday Savings Plan
- Great People, Great Place

FINANCIAL

- Salary Continuation
- Long Term Disability
- Cafeteria Plan
- Health Savings Account
- Transportation Fringe Benefit
- Retirement Plan
- Group Life and AD&D
- Voluntary Life, Accident and Critical Illness Plans
- Travel and Accident Insurance
- Employee Stock Purchase Plan
- LifeLock
- IonTuition
- Personal Insurance Services
- TrueConnect

COMMUNITY

- CBIZ Cares
- CBIZ Women's Advantage
- Care Advantage: SitterCity
- Care Advantage: Years Ahead
- LegalShield
- Pet Assure
- Green Team

PHYSICAL

- Medical
- Pharmacy
- Rx Savings Solutions
- Rally Wellness Program
- Dental
- Vision
- Discount Vision Plan



5,000+ ASSOCIATES

100+ LOCATIONS

82,000+ CLIENTS



93 Workplace Awards in 2021

OUR SERVICES

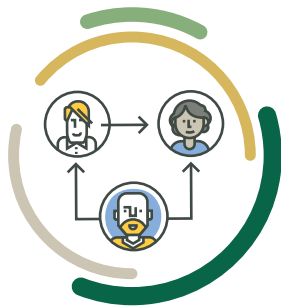


FIND YOUR PERFECT FIT



PURPOSE

Liking what you do each day and being motivated to achieve your goals



SOCIAL

Having a strong sense of community at work as well as supportive relationships and love in your life

Service Anniversary Program: The Service Anniversary Program is designed to recognize and celebrate each of our team members as they reach their milestone service anniversaries. The hard work and dedication by our team provides critical support to our clients and helps CBIZ to grow; for that, we are truly thankful.

Employee Assistance Program: Provides confidential assessment, short-term counseling and referral services for employees and family members in need of assistance with personal matters.

Education Assistance Program: Provides for reimbursement of eligible tuition expenses on a pre-tax basis.

529 Plan: Provides the opportunity to save for future higher education expenses through payroll deductions. **Flexible Work Arrangements:** CBIZ offers arrangements that allow associates the opportunity to modify workloads or work schedules to support personal commitments while maintaining the highest quality service.

Paid Time Off: CBIZ offers paid time off for traditional holidays, sick time and vacation time each year.

Parent Program: Our Parent Program provides additional support and assistance to new and existing mothers and fathers as they navigate preparing for a new child and managing any challenges that may occur while coming back to work after an extended leave as it relates to children.

Pregnancy Disability Leave: Paid leave of absence for the purpose of recovery from the birth of a newborn child.

Parental Leave: Paid leave is available to both men and women, including associates in common-law relationships, regardless of whether those relations are of persons of the opposite or same sex, after the birth or adoption of a child.

Adoption Leave: Paid adoption leave is available to an eligible associate to provide parental care associated with the adoption of a minor child for bonding purposes.

Holiday Savings Plan: Employees choosing to participate make automatic payroll deductions into a savings account that earns interest. Funds may be used for holidays or vacations!

Great People, Great Place: The commitment to our people means making CBIZ a great place to work. With this philosophy in mind, we established our *Great People, Great Place* (GP2) program in 2006. GP2's mission is to ensure that, together, our leadership and environment create a place of which our team members are proud.



FINANCIAL

Effectively managing
your economic life
to reduce stress and
increase security

Salary Continuation: Provides partial income per week for up to 180 days in the case of illness or accident.

Long Term Disability: Provides partial income continuation after 180-day elimination period while continuously disabled, up to normal retirement age.

Cafeteria Plan (Section 125): Provides pre-tax savings for reimbursement of medical, dental and vision expenses not covered by insurance, adoption expenses and dependent daycare expenses.

Health Savings Account (HSA): CBIZ offers payroll deductions to an HSA, allowing you to save money on a pre-tax basis to pay for qualified medical expenses you incur while meeting your QHDP deductible.

Transportation Fringe Benefit (Section 132): CBIZ allows you to save money on a pre-tax basis to cover parking expenses at or near your office or mass transit expenses you incur to commute to work.

Retirement Plan: Employees contributing to the CBIZ retirement plan make automatic payroll deductions into investment accounts and enjoy a competitive matching contribution following one year of service.

Group Life and AD&D: Term life insurance and accidental death and dismemberment benefits for your beneficiary in the case of your death or permanent injury while employed.

Voluntary Life, Accident and Critical Illness Plans: CBIZ offers Voluntary Life, Dependent Life, Long Term Care, Accident and Critical Illness Insurance.

Travel and Accident Insurance: Personal insurance coverage available while traveling on authorized company business.

Employee Stock Purchase Plan: Employees can purchase CBIZ stock at a discounted price through the convenience of payroll deduction.

LifeLock: LifeLock helps protect your identity and credit by monitoring for identity theft and threats.

Personal Insurance Services: Professionals who review your existing policies, provide recommendations for improving coverage where applicable (while often times improving your rates) and offer you peace of mind knowing you are adequately insured.

TrueConnect: TrueConnect™ is a voluntary benefit program that provides safe, small-dollar loans to help you through a tough time. Loans from \$1,000 to \$5,000 are available to qualifying employees and are conveniently repaid through automatic payroll deductions for no longer than 12 months.

IonTuition: IonTuition eases the stress of repaying student loan debt and planning for college. All employees are eligible for IonTuition's online student loan repayment management platform.



COMMUNITY

The sense of engagement and involvement you have with the area where you live



PHYSICAL

Striving for optimal health and enough energy to get things done on a daily basis

CBIZ Cares: Each year, CBIZ encourages all associates to volunteer up to five paid hours at a nonprofit organization selected by their CBIZ location.

CBIZ Women's Advantage: In partnership with our CBIZ Women's Advantage program, we sponsor an annual campaign to benefit Dress for Success, a nonprofit organization that provides professional attire for job interviewing. Additionally, the organization offers career/life counseling, technology training and mentoring support to thousands of disadvantaged women each year.

Care Advantage: Sittercity - A web-based resource to help you find babysitters, nannies, dog walkers, pet sitters and caregivers who can assist with special needs, companion care, homework help and housekeeping.

Care Advantage: Years Ahead - Profiles of senior care providers, including photos, details regarding their experience, capabilities, pricing and reviews to help you decide which provider is right for you and your family.

LegalShield: As a member of LegalShield, you have access to quality legal services through a nationwide network of provider law firms.

Pet Assure: Pet Assure saves you out-of-pocket veterinarian expenses without limitations or expensive premiums for office visits and medical procedures in over 3,000 locations nationwide.

Green Team: The CBIZ Green Team was established in honor of our commitment to developing practical and actionable solutions to support sustainable environments within each of our local offices.

Medical: CBIZ offers medical insurance for you and your dependents through United HealthCare. Identify health issues early and protect you and your dependents from the financial loss or hardship that can result from illness.

Pharmacy: CBIZ offers prescription coverage through CVS/Caremark; affordable medications for you and your dependents.

Rx Savings Solutions: Provides help with managing and saving money on prescriptions. This savings program is available at no cost to all members covered under the CBIZ medical plans.

Rally Program: Employees enrolled in a CBIZ-sponsored medical plan who choose to participate in the program receive discounted medical premiums.

Dental: CBIZ offers dental insurance through Delta Dental of Kansas. Good oral health is critical to the overall health of you and your dependents.

Vision: CBIZ offers vision insurance through Vision Service Plan; affordable voluntary coverage for you and your dependents.

Discount Vision Plan: If you choose not to enroll in the voluntary vision plan, you are eligible to receive a 15 to 20% discount on eye exams, contact lenses and prescription eyewear obtained through a participating VSP in-network provider.