



Global Health  
Advocacy Incubator



# BENEFITS SUMMARY SHEET

This is a brief summary of the benefit offerings provided to eligible employees of the Campaign for Tobacco-Free Kids. For additional information, please contact Human Resources.

BENEFIT	DESCRIPTION	EMPLOYER CONTRIBUTION
<b>Medical Insurance</b>	Coverage through Cigna Open Access Plus	<ul style="list-style-type: none"> <li>• 100% Employee Only</li> <li>• 80% Dependents and family</li> </ul>
<b>Wellness Program</b>	Award winning health, fitness, and nutrition-based activities.	Variety of health-related activities. For employees enrolled in the Cigna plan, you may receive cash bonus reward for participating in the annual wellness challenge.
<b>Dental Insurance</b>	Coverage through United Concordia	<ul style="list-style-type: none"> <li>• 100% Employee Only</li> <li>• 70% Dependents and family</li> </ul>
<b>Vision</b>	Coverage through CIGNA	Employee-Paid
<b>Flexible Spending Accounts (FSA)</b>	<p>Medical FSA and Dependent Care Spending Account. Deferring pre-tax dollars for qualifying out-of-pocket medical and dependent care expenses.</p> <p>(Contributions are based on IRS limitations)</p>	Employee-Paid
<b>Group Life &amp; AD&amp;D Insurance</b>	CTFK provides life insurance coverage for eligible employees at two times the employee's salary with an additional two times salary for accidental death and dismemberment.	100%
<b>Disability Insurance</b>	Short-term disability benefit provides 66% of monthly salary. Long-Term provides 60% of monthly salary.	100%
<b>403 (b) Retirement Plan</b>	403 (b) contribution, 100% vested after 1,000 hours of service in calendar year.	9% contribution
<b>Deferred Compensation Plan</b>	<p>Pre-tax payroll deductions to Empower administered account with multiple investment options. Employees can contribute up to 100% of salary pre-tax.</p> <p>(Contributions are based on IRS limitations)</p>	Employee-Paid



<b>Payroll 403 (b) Roth IRA</b>	Post-tax payroll deduction to Empower administered account with multiple investment options. Employees can contribute up to 100% of salary.  (Contributions are based on IRS limitations)	Employee-Paid
<b>Pre-tax transit</b>	Deferring pre-tax dollars for qualifying commuting expenses.  (Contributions are based on IRS limitations)	Employee-Paid
<b>Voluntary Life Insurance</b>	Optional term and whole life insurance coverage available.	Employee Paid
<b>Voluntary Accident/Critical Illness Insurance</b>	Optional Accident and Critical Illness insurance coverage.	Employee Paid
<b>Employee Assistance Program (EAP)</b>	Confidential service available 24/7 that provides assessment, counseling, resources, and referrals to help employees resolve issues.	100%
<b>Paid Time off</b>	<b>Vacation (Accrual):</b> <ul style="list-style-type: none"> <li>➤ 15 days:</li> <li>➤ 20 days: Vice President and above</li> </ul> <b>Sick Leave (Accrual):</b> <ul style="list-style-type: none"> <li>➤ 10 days sick leave</li> </ul> <b>Personal Leave (Accrual):</b> <ul style="list-style-type: none"> <li>➤ 5 days of personal leave. Every 5 years of service employee accrues an additional personal day.</li> </ul>	100%
<b>Holidays</b>	CTFK recognizes 10 paid holidays per year.	100%
<b>Parental Leave</b>	4 weeks of paid parental leave, in addition to Federal and State leave provisions.	100%
<b>Hybrid Model</b>	Partial remote and partial in-person/in-office) environment.	