



2025 BENEFITS OVERVIEW



Our benefits program has valuable tools and resources for your physical and financial health as well as the support you need to handle your day-to-day responsibilities. Because everyone’s needs are different, we give you options, so you can choose the plans you need at a price you can afford.

Benefit Offerings

- Medical (with PPO and HDHP options)
- Dental
- Vision
- Health Savings Account (with Company Contribution)
- Dependent Care Flexible Spending Accounts
- Employee Assistance Program
- 401(k) Retirement
- Life and AD&D Insurance
- Long Term Disability (with 100% Covered Short Term Disability)
- Voluntary Benefits (Accident, Hospital Indemnity, and Critical Illness)
- Payroll Loan Program (TrueConnect)
- Wellness Program (with Gym Membership Reimbursement)
- Education Tuition Assistance

Time Off Benefits

- Flexible Paid Time Off Program
- Holidays
- CSI Cares Day
- Paid Sick and Personal Time
- Bereavement Time
- Maternity and Parental Paid Leave

Eligibility

You are eligible to enroll in benefits if you are a regular, full-time employee working a minimum of 30 hours per week.

If you are a new hire, you have 30 days from your date of hire to enroll in benefits. Your benefits take effect on your first day of employment.

Your eligible dependents also have access to many of the benefits we offer. Eligible dependents include:

- Legal spouse or domestic partner
- Children up to age 26, including natural children, stepchildren, legally adopted children, children for whom you are the legal guardian, foster children, children for whom you are legally responsible to provide health coverage under a Qualified Medical Child Support Order (QMCSO).
- Disabled children over age 26 if unmarried, incapable of self-support, dependent on you for primary support and the disability occurred before the age of 26.

You will be required to provide supporting documentation, such as a marriage certificate or birth certificate to verify dependent eligibility.