



2024 BENEFITS AT A GLANCE

If you work full time, 30 or more hours per week, you and your qualified dependents are eligible to enroll in medical, dental, vision, disability, life, legal, identity theft, critical illness-accident-hospital indemnity (supplemental to current medical plans) insurance, and spending accounts after 30 days of employment. **Benefits are effective on the 31st calendar day after your start date and must be elected in MyCSC within the first 30 days of employment.**

Medical coverage



CSC offers spousal medical coverage to those who cannot receive group medical coverage from their own employer or if the coverage offered to them does not meet the coverage and affordability requirements of the Affordable Care Act. Spouses are eligible to participate if legally married or required by law. **All premiums listed are biweekly.**

Plan	EE only	Employee + one	Employee + two or more
Aetna EPO	\$89	\$177	\$268
Aetna POS	\$103	\$200	\$294
Aetna CDHP	\$74	\$145	\$214

Aetna CDHP: A health savings account (HSA) is available with the consumer-driven health plan (CDHP). Single and family contribution limits are available with the applicable health plan.

Prescription drug plan: No additional cost with any of the above medical plans.



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Prescription coverage	Aetna EPO		Aetna POS		Aetna CDHP	
	In network	Out of network	In network	Out of network	In network	Out of network
Generic (retail/90 day)	\$20/\$40	No coverage	\$20/\$40	No coverage	After deductible \$20/\$40	No coverage
Preferred brand drugs (retail/90 day)	\$40/\$80	No coverage	\$40/\$80	No coverage	After deductible \$40/\$80	No coverage
Nonpreferred brand drugs (retail/90 day)	\$60/\$120	No coverage	\$60/\$120	No coverage	After deductible \$60/\$120	No coverage

Telemedicine Teladoc

As an Aetna member, you have access to a number of valuable programs and resources. Virtual visits, powered by Teladoc, allow you to consult a doctor for nonemergency situations by phone, mobile app, or online video anytime, anywhere. Teladoc visits will remain a \$0 copay for 2024 for those employees enrolled in the Aetna EPO and Aetna POS plans, or the Aetna CDHP after the deductible has been met. Please note the \$0 copay applies only to those visits within the Teladoc application.

Dental coverage Aetna Dental PPO plan

CSC offers dental coverage through Aetna. 100% coverage for preventive and diagnostic care; 80% coverage for basic restorative care; and 50% coverage for major restorative and orthodontics Care. Annual maximum of \$2,000. Premiums listed are biweekly.

Coverage	PPO plan
Employee	\$9.00
Employee +1	\$18.00
Family	\$27.00



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Vision coverage VSP Vision Care

CSC offers a voluntary routine vision plan through VSP. Premiums below are biweekly.

Coverage	Premium
Employee	\$3.18
Employee + spouse	\$6.34
Employee + children	\$6.77
Family	\$10.82

CSC 401(k) plan

CSC offers both pretax and Roth options. The company will match contributions dollar for dollar up to 6%. Matching occurs every pay period. Vesting is 100% upon eligibility to contribute which is on the 31st day of employment. After a 30-day waiting period and 30-day opt-out period, you are automatically enrolled at 6% pretax unless you opt out or contact Vanguard to contribute differently.

Paid time off (PTO)

CSC offers PTO if you work full time, or part time 30 or more hours a week. PTO is prorated for new hires and front-loaded unless superseded by state requirements.

Years of service	PTO days per year
0-4 years of service	18
5-9 years of service	23
10-14 years of service	28
15-plus years of service	33

CSC has eight paid holidays:

New Year's Day

Memorial Day

Independence Day

Labor Day

Thanksgiving

The day after Thanksgiving

Christmas

Diversity and Belonging floating holiday (not eligible in current year if hired during fourth quarter)



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Maternity, parental, and adoption leave

CSC provides you with time off to bond with your new addition and transition back to work.

Maternity leave: Eligible for 12 weeks of fully paid leave following 31 days of employment.

Parental or adoption leave: Eligible for six weeks of fully paid leave following 31 days of employment.

CSC Gives Back

CSC's charitable contribution program supports charitable and community-based organizations that address education, cultural, and social issues, and is built on the foundation of employee commitment and involvement. CSC will match employee or employee group contributions from \$50 to \$1,000.

Additional benefits include:

- Flexible spending accounts (health care, dependent, parking, and transit)*
- Health savings account with applicable consumer-driven health plan*
- Short- and long-term disability insurance*
- Basic life and accidental death and dismemberment insurance
- Supplemental life insurance*
- Critical illness insurance*
- Accident insurance*
- Hospital indemnity insurance*
- Legal plan insurance*
- Identity protection*
- Tuition reimbursement
- Bereavement leave
- Paid jury duty
- Success sharing
- Employee Scout Talent and Refer (STAR) program

**Additional cost may apply.*