



FANTASTIC BENEFITS AT CL&D

MEDICAL

- **MEDICAL COVERAGE** with affordable Associate premium contributions. Participation in CL&D's Wellness Program earns discounted premium contributions
 - Plus, a **HEALTH SAVINGS ACCOUNT (HSA)** funded by CL&D annually. Extra personal contributions can be made.
- Company paid term **LIFE INSURANCE** - helps protect family members who may depend on you.
- Company paid **LONG TERM DISABILITY** - helps replace lost income due to disability.
- **FREE** flu shots

ADDITIONAL HEALTH BENEFITS

Competitive, Voluntary Insurance Plan offerings for:

- Dental and Vision
- Short-term Disability, Accident and Critical Illness
- Voluntary term life insurance for self, spouse, and children
- Flex Benefit Plan for certain out-of-pocket medical and dependent care expenses

PROFIT SHARING BONUS

Based on company performance, monthly eligibility for most Associates.

PERSONAL PLANNING

- A **401K PLAN** with pre-tax and Roth options. Eligibility after six months of service, then 50% match of first 5% deferred after one year of service.
- **VACATION** and **HOLIDAY PAY**
- Self-Directed **EDUCATION REIMBURSEMENT**
- Employee Assistance Program (EAP)

EXTRAS

- Perfect Attendance Bonus
- Holiday, Marriage, and New Baby Gifts
- Referral Bonus
- Tenure Bonuses

This information is current through 12/31/2018.



BUILDING BRANDS THROUGH PACKAGING