



Summary of CPI Employee Benefit Package

May 19, 2011

<u>Paid Vacation:</u>	Minimum of 10 days per year, up to 25 days per year depending on the number of years of employment.
<u>Paid Sick Leave:</u>	8 days
<u>Paid Holidays:</u>	10 days
<u>Medical Insurance:</u>	Preferred Provider Organization (PPO) with employee contribution.
<u>Dental Insurance</u>	Optional employee paid.
<u>Flexible Spending Accounts:</u>	Medical Expense and Dependent Care available to \$5000 maximum per calendar year.
<u>Retirement</u>	100% Company paid profit sharing and Employee Stock Ownership Plan (ESOP) based on a percentage of employee's salary with a 5-year vesting schedule. Company contributions begin after 6 months of employment.
<u>401K Employee Deferral:</u>	Available to the Federal maximum.
<u>Long-term Disability Ins.:</u>	100% Company-paid.
<u>Short-term Disability Ins.:</u>	100% Company-paid.
<u>Life Insurance:</u>	100% Company-paid.
<u>Workman's Compensation:</u>	100% Company-paid.
<u>State Unemployment Ins.:</u>	100% Company-paid.
<u>Federal Unemployment Ins.:</u>	100% Company-paid.
<u>Prof. Assoc. Membership:</u>	Reimbursement for annual professional association membership up to \$125.
<u>Education Reimbursement:</u>	Reimbursed up to equivalent tuition at George Mason University (GMU). One class allowed per semester. (Classes may be taken at any accredited educational institution; prior approval required.).
<u>Equipment:</u>	Partial reimbursement for the cost of a computer for your home.