

Calbright Benefits Summary

Calbright offers comprehensive Medical coverage through Blue Shield and Kaiser. We offer Dental and Vision plans through MetLife. Calbright will contribute up to \$1070 per month towards the core benefits (Medical, Dental and Vision) for Employees and their dependents (if applicable).

Apart from the core benefits, some of the other benefits include enrollment into the state retirement systems (CalPERS or CalSTRS) along with optional tax-deferred 403B and 457 enrollment, flexible spending accounts and voluntary insurance products enrollment.

Employees participate in the California Public Employees' Retirement System (CalPERS) or California State Teachers' Retirement System (CalSTRS), a defined benefit retirement plan through the State of California. Employee pension, benefits vest after 5 years of service.

The contributions to the state retirement systems are as follows.

CalPERS: The employee rates for 22-23 for Classic is at 7% and PEPR at 8%. The employer contribution is 25.37%.

CalSTRS: The employee rates for 22-23 for 2% at 60 is 10.25% and 2% at 62 is 10.205%. The employer contribution is 19.10%

We have an employer sponsored Employee Assistance Program available to all of our employees and their dependents.

Some examples of available EAP Services: Counseling, Coaching, Self Care Programs, Legal, Financial and ID Theft Services etc.

Additionally, we have a discount program through LifeMart offered by Magellan HealthCare to all Calbright employees at no additional cost and employees can avail the benefits of this program.

We also have a Working Advantage Discount Program available to all employees.

Some examples of these fun discounts include: Theme Park & Amusement Park Tickets, Online Shopping and Service Discounts, Movie Tickets, Hotels Worldwide, Rental Cars Worldwide and Much More.

Vacation : In addition to paid holidays, you will accrue vacation at the rate of 1.75 days per month (21 days per year).

Sick Leave : You will be granted 12 days sick leave per fiscal year (12 days granted at the beginning of each fiscal year or prorated accordingly).

Calbright offers a work laptop that is shipped to you upon your date of hire.