

# BENEFITS *at a glance*

**CENTRAL**  
PROCESSING CORPORATION

## MEDICAL PLAN COMPARISON



We understand that each of our employees and every family faces unique circumstances and has different priorities when it comes to their health, dental and vision care. That's why the company offers you various plans to choose from, so you can identify the plan design and coverage level that meets your needs and best fits your financial situation.

**Administered by: UMR**

**www.UMR.com**

**Network: UnitedHealthcare Choice Plus**

In Network Benefits	RED	WHITE	BLUE
Deductible: Individual/Family	\$0 / \$0	\$2,500 / \$5,000	\$4,000 / \$8,000
Coinsurance	70%	100%	100%
Out of Pocket Max: Individual/Family	\$5,000 / \$10,000	\$3,500 / \$6,000	\$5,000 / \$9,000
<b>Your benefits for covered care</b>			
Preventive services	Covered at 100%	Covered at 100%	Covered at 100%
Office visits - Primary/Specialty	Deductible then Coins	Deductible then Coins	Deductible then Coins
Hospital/Surgical/Lab/X-Ray	Deductible then Coins	Deductible then Coins	Deductible then Coins
<b>Prescription drugs (tier one/two/three/four)</b>			
Retail (Up to a 31-day supply)	\$10 / \$35 / \$70 / 30%	\$10 / \$35 / \$70 / 30%	\$10 / \$35 / \$70 / 30%
Out of Pocket Max: Individual/Family	\$2,000 / \$4,000		
<b>Coverage Tiers</b>			

Employee Only

Employee + Spouse

Employee + Domestic Partner (DP)

Employee + Child(ren)

Employee + Child(ren) and/or DP Child(ren)

Employee + Family

Employee + DP Family – Legal Dependent (LD) Child(ren)

Employee + DP Family – LD Child(ren) and/or DP Child(ren)

*Reach out to your HRBP or Benefits Team*

*for More Information*

*\*For illustrative purposes only; please see your benefit materials for a complete description of your coverages.*



# BENEFITS *at a glance*



## DENTAL PLAN

We offer two dental plans, allowing you to choose the coverage that best suits you and your family's needs.



**Administered by: Delta Dental of Wisconsin**

[www.deltadentalwi.com](http://www.deltadentalwi.com)

Dental Benefits	BASIC PLAN	ORTHO PLAN
Deductible: Individual/Family	\$50 / \$150	\$50 / \$150
Annual Benefit Maximum	\$1,000 Per Member	\$2,000 Per Member
Preventive and diagnostic services	100% - Deductible does not apply	100% - Deductible does not apply
Basic services	80% After Deductible	80% After Deductible
Major services	50% After Deductible	50% After Deductible
Orthodontic services	No Coverage	50% to \$1,500 Lifetime Max
Coverage Tiers		
Employee Only	Reach out to your HRBP or Benefits Team for More Information	
Employee + Spouse/Domestic Partner		
Employee + Child		
Family		



# BENEFITS *at a glance*

## VISION PLAN – Standard Vision Plan

Administered by: NVA  
www.e-nva.com

Exam	\$10 Copay then 100%	Once Every Calendar Year
Frames		Once Every Two Calendar Years
Standard lenses (Single, Bifocal, Trifocal, Lenticular)*	Retail Allowance Up to \$200 (20% discount off balance) \$10 Copay then 100%	Once Every Calendar Year
Contact lenses (Elective)**	Retail Allowance up to \$200 then 15% discount – Conventional 10% discount – Disposable	Once Every Calendar Year

### Coverage Tiers

Employee Only	Employee + Spouse/Domestic Partner	Employee + Child	Family
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*Reach out to your HRBP or Benefits Team for More Information*

## VISION PLAN – Safety Vision Plan *Safety Glasses for Employee Only*

Administered by: NVA  
www.e-nva.com

Exam	\$10 Copay then 100%	Once Every Calendar Year
Frames		Once Every Two Calendar Years
Standard lenses (Single, Bifocal, Trifocal, Lenticular)*	Retail Allowance Up to \$200 (20% discount off balance) \$10 Copay then 100%	Once Every Calendar Year
Contact lenses (Elective)**	Retail Allowance up to \$200 then 15% discount – Conventional 10% discount – Disposable	Once Every Calendar Year
Safety Glasses		
Frames	\$100 Frame Allowance + \$10 lens copay	Once Every Two Calendar Years
Lenses	\$10 Copay then 100%	Once Every Calendar Year

### Coverage Tiers

Employee Only	Employee + Spouse/Domestic Partner	Employee + Child	Family
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*Reach out to your HRBP or Benefits Team for More Information*

\* special tints, coatings, progressive lens options may incur additional out of pocket expenses

\*\* contact lens benefits are available only in lieu of the glasses/lens benefits



# BENEFITS *at a glance*



## LIFE AND DISABILITY INSURANCE


<b>Administered By:</b> <b>The Hartford</b>	The company provides basic life and accidental death and dismemberment (AD&D) insurance at no cost if you are a regular full-time employee working at least 30 hours per week. Additionally, you have short-term disability and long-term disability coverage provided at no cost in the event you are unable to work due to a serious injury or illness. These plans are provided to offer financial peace of mind in the event of an unfortunate incident.
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	How It Works	Amount Of Coverage
<b>Life</b>	Your beneficiary receives this amount if you die.	\$25,000
<b>Life - Managers</b>	Your beneficiary receives this amount if you die.	1 x annual salary
<b>AD&amp;D</b>	Your beneficiary receives this additional amount if your death is the result of an accident. Or you receive up to this amount if you meet the policy definition of severely injured.	\$25,000



Short Term Disability (STD)	
Benefit	60% of weekly earnings up to \$2,500 per week
Waiting Period	1st day following accident; 8th day for sickness
Benefit Duration	13 weeks
Long Term Disability (LTD)	
Benefit	60% of monthly earnings up to \$12,500 per month
Waiting Period	90 days
Benefit Duration	Greater of Social Security Normal Retirement Age or 4 years

## RETIREMENT PLAN

Administered by: John Hancock		401(K)
	Eligibility	Beginning of month following 3 months of Service
	Employer Contribution/Match:	
	Less than 4 years of service	25% on each percentage up to 5% for a total of 1.25%
	More than 4 years of service	100% match on first 5%
	Auto Enrollment	5% - Target Date Fund



# BENEFITS *at a glance*

**CENTRAL**  
PROCESSING CORPORATION

## EMPLOYEE ASSISTANCE PROGRAM (EAP)

Confidential service that includes up to 8 counseling sessions for you and your family members at no cost

- Counseling & Coaching
- Financial & Legal Help
- Work-Life Assistance
- Digital Wellness Tools
- Discount Programs

## PAID LEAVE

We follow all state and local laws related to paid leave. Please refer to the Central Processing Corporation handbook for more information.

## FMLA

Eligible employees are entitled to up to 12 weeks of unpaid, job-protected leave per year for the following reasons:

- The birth and care of a newborn child.
- The adoption or foster care placement of a child.
- To care for an immediate family member (spouse, child, or parent) with a serious health condition.
- To take medical leave when the employee is unable to work due to a serious health condition.

During FMLA leave, employees' health benefits are maintained as if they were actively working. Please see the CPC Handbook for more information.



# BENEFITS *at a glance*

## TIME OFF

We value our employees and believe in establishing a culture that prioritizes work-life balance.

### Holidays

- Thursday, January 1, 2026: New Year's Day – Office/Retail Closed
- Friday, April 3, 2026: Good Friday - Office/Retail Closed at 12 pm
- Monday, May 25, 2026: Memorial Day – Office/Retail Closed
- Saturday, July 4th, 2026: Fourth of July – Floating Holiday \*
- Monday, September 7, 2026: Labor Day – Office/Retail Closed
- Thursday, November 26, 2026: Thanksgiving Day – Office/Retail Closed
- Friday, November 27, 2026: Day After Thanksgiving – Office/Retail Closed
- Thursday, December 24, 2026: Christmas Eve – Office/Retail Closed
- Friday, December 25, 2026: Christmas Day – Office/Retail Closed
- Thursday, December 31, 2026: New Year's Eve – Office/Retail Closed at 12pm
- Friday, January 1, 2027: New Year's Day – Office/Retail Closed

In recognition of Independence Day, which falls on Saturday, July 4, 2026, the company will be awarding a Floating Holiday in lieu of a traditional observed holiday. While most locations will remain open for business on Friday, July 3rd due to business necessity and operational leadership discretion, every full-time active employee as of June 29, 2026 (not on layoff or leave of absence), will receive 8 hours of paid time for the Floating Holiday.

The Floating Holiday will be uploaded into the Human Resource Information System (HRIS) and may be requested beginning the afternoon of July 1, 2026. You are encouraged to use this time at your discretion, with the approval of your immediate supervisor, on or before December 31, 2026. Please note that the Floating Holiday will expire on January 1, 2027 and cannot be paid out or carried over for any reason.



# BENEFITS *at a glance*



## Paid Time Off (PTO)

All full-time employees are eligible for PTO.

- PTO can be taken in 1-hour increments by hourly team members
  - 4- or 8-hour increments for salaried individuals, by law
- January 1st following your hire date 80 hours of PTO will be awarded
- 30-day new hire waiting period before using PTO
- State paid leave hours will be allocated from your regular PTO award
- Hourly and salaried team members will be allowed to rollover a maximum of 40 hours of PTO per calendar year
- The PTO calculation time factor, based on years of service, will be used to determine PTO awarded amount for the year with no minimum hours worked required

**Central Processing Corporation is the payroll and benefit service of the County Materials Family of Companies**  
**The PTO structure is as follows:**

Completed Yrs. Of Service	PTO Calculation (hours worked in previous calendar year times factor below)	Maximum PTO Hours	Completed Yrs. Of Service	PTO Calculation (hours worked in previous calendar year times factor below)	Maximum PTO Hours
January 1st following hire date					
1-2	.040	80 hours	12	.088	176 hours
3	.060	120 hours	13	.092	184 hours
4	.062	124 hours	14	.096	192 hours
5	.064	128 hours	15	.100	200 hours
6	.066	132 hours	16	.104	208 hours
7	.068	136 hours	17	.108	216 hours
8	.070	140 hours	18	.112	224 hours
9	.072	144 hours	19	.116	232 hours
10	.080	160 hours	20-24	.120	240 hours
11	.084	168 hours	25+	.124	248 hours
(or as mandated by state law)					



# **BENEFITS** *at a glance*



## **DISCOUNT PROGRAM**

Employees are eligible on the first day of the month following one full month of employment. Discounts are allowed on purchases for the employee only.

## **SCHOLARSHIP PROGRAM**

The Sonnentag American Foundation provides a scholarship opportunity for graduating high school seniors who will continue their education beyond high school. The scholarship program supports vocational and technical training and associate and bachelor degrees, with preference given to students pursuing careers in Manufacturing, Construction, Engineering, Business, and the Skilled Trades.

## **EARNED WAGE ADVANCEMENT**

Earned Wage Advancement (EWA) allows employees to access a portion of their earned wages before their scheduled payday. This benefit provides flexibility for managing unexpected expenses or cash flow needs.

