



CCA Global Partners®  
enriching the lives of entrepreneurs

# BENEFITS

You and family first. **YOU**

AT CCA GLOBAL PARTNERS, OUR BENEFITS PHILOSOPHY STARTS WITH A FOCUS OF OVERALL WELL-BEING THAT PUTS YOU AND FAMILY FIRST. WE BELIEVE IN:

- Caring for you and your family
- Making your life easier and better
- Supporting you and your family through life's various stages and situations
- Providing benefits that fit you and your family

## COMPETITIVE COMPENSATION

We offer a very competitive compensation program with bonus opportunities

## FLEXIBLE/REMOTE WORK

Our hybrid work policy allows our employees to work remotely on Mondays and Fridays, and we're in-office on Tuesday through Thursday for optimum collaboration

## PROFESSIONAL DEVELOPMENT

We support established talent in achieving their full potential, including executive coaching

## PAID TIME OFF

You will earn 4 weeks starting in your first year, 5 weeks starting in your fourth year, and more time with additional years of service

## NEW PARENT LEAVE

- Employees who are the primary caregiver to a newborn or adopted child are provided 10 weeks of paid leave at 100% of their salary
- Employees who are secondary caregivers to a newborn or adopted child are provided 4 weeks paid leave at 100% of their salary

## MEDICAL, DENTAL, VISION, LIFE, DISABILITY

We pay a large portion of the cost-share for each of these benefits - some we pay 100%

## HSAs/FSAs

As part of our medical insurance benefits, we offer both Health Savings Accounts and Flexible Savings Accounts (healthcare and dependent care) to help you save for these expenses on a pre-tax basis

## 401k AND MATCH

- Our 401k program offers a variety of fund options (15+), inclusive of a Roth 401k and a company match every pay period
- We also offer free One-On-One Financial Advisory Services (either on-site or virtual)

## WELLNESS

- Our Live Well. Be Well. wellness program is both engaging and interactive every single day
- You can earn cash rewards and medical premium discounts of up to \$650 annually
- This program also includes your spouse/partner



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## EMPLOYEE ASSISTANCE PROGRAM (EAP)

Positive mental well-being is vital to everyone at work and at home, as it allows us to cope with life's interesting challenges, whether they are good opportunities or unfortunate setbacks. Our EAP is a life management advocacy service that provides support to every employee and their dependents

## EMPLOYEE ENGAGEMENT

Measuring CCA's engagement is a continued journey to building upon our already great workplace and culture -- each year we partner with an independent research-based company to conduct employee engagement surveys because every employee's opinion counts

## EMPLOYEE APPRECIATION

We send our employees thoughtful gifts for all occasions (birthdays, anniversaries, births, illness, etc.)

## FITNESS

Join one of our dedicated local gyms or get a workout in at our on-site locations at no cost to you

## CELEBRATIONS

Fun parties, celebrations, and company outings throughout each year

## DISCOUNTS

We offer our employees (and their families) discounts on flooring and other home improvements

## PETS

Bring your dog (or pet) to the Manchester location any day of the week

## PET INSURANCE

Your pets are part of your family and you'll do anything to keep them happy and healthy - we offer multiple pet benefit options so that you can select the best coverage for you and your dog or cat(s)

*CCA Colleagues' benefits begin the 1st of the month following their start date.*

