



Human Resources

2020 CNA Benefits at a Glance for Part-Time Employees

One of the many advantages of working at CNA is the benefits program we offer you and your eligible dependents, beginning on the first day of your employment. The program features a variety of plans that provide health care benefits, well-being, and 401k savings, among others. Below are highlights of the offerings.

CNA Medical Plan

CNA provides comprehensive medical and prescription drug coverage through two High Deductible Health Plan options with a Health Savings Account (HSA) feature. The plans are administered by UnitedHealthcare (or Blue Cross and Blue Shield of Illinois for employees who work in the Sioux Falls, SD office). CNA contributes to the HSA each year and employees can also make their own pre-tax contributions to the HSA.

CNA Dental Plan

CNA offers two dental plan options administered by Cigna. The Cigna Dental Preferred Provider Organization (PPO) Plan is available to all employees and the Cigna Dental Health Maintenance Organization (HMO) Plan is offered to most CNA employees (depending on home ZIP code). Both plans provide coverage for many preventive, basic and major dental services.

CNA Vision Plan

The plan covers periodic vision exams, eyeglass lenses and frames, and contact lenses up to a designated dollar amount.

Adoption Reimbursement

The plan reimburses up to \$8,000 for eligible adoption expenses related to the legal adoption of a child.

Wellness matters Program

CNA's well-being program focuses on overall health, including physical, financial, mental and social well-being. Employees have the opportunity to earn incentives, learn about various well-being topics and improve their overall health.

Learning and Development

CNA invests in employee development by offering many opportunities to expand your expertise. These include tuition reimbursement, assistance for earning professional designations and certifications, and online and instructor-led courses.

Transit Reimbursement Incentive program

This program allows you to set aside pre-tax dollars to pay for mass transit and public parking expenses associated with commuting to and from work.

CNA 401k Plan

CNA offers the opportunity to build financial security and retirement income for you and your family through a combination of your own and company contributions. The company helps you save for your future by making the following contributions:

- Basic contributions: CNA will contribute an amount equal to 5% of your salary and annual incentive bonus to your account, regardless of whether or not you contribute.
- Company Match contributions: CNA will provide matching contributions of \$1 for every dollar you save (up to 6% of your salary).

Employee Assistance Program (EAP)

The EAP is a free, confidential service that provides you with an opportunity to discuss personal situations with a certified professional counselor. The EAP also provides a wealth of information on a variety of topics related to your overall health and well-being.

Health Advocate

Health Advocate is an organization of individuals who use their expertise in the health field to help answer your questions about medical, hospital, dental, mental health, prescriptions and other health care issues. Health Advocate is provided to CNA employees free of charge.

Paid Sick Leave

You may accrue up to 60 hours* of PSL to use for time off related to:

- An illness, injury, or medical condition
- Getting medical care or screenings from a health provider
- Caring for a child, parent, spouse, domestic partner or other family member

As a part-time employee, you will start to accrue PSL at a rate of 1 hour for every 30 hours worked. Check your state and local residence's laws on PSL as certain states and local laws provide more generous PSL.

Holidays

The company offers 9 corporate paid holidays. Part-time employees are not eligible for floating holidays.

Voluntary Benefits

Hospital Indemnity Insurance

Hospital indemnity insurance helps you pay for costs not covered by your medical plan in the event you (or a covered family member) are hospitalized.

Accident Insurance

Accident coverage provides eligible members with payment for injuries due to a covered accident. It also pays for certain tests and medical services, treatments and care for any of more than 150 covered events.

Critical Illness Insurance

Critical illness insurance is intended to supplement your current medical and disability coverage. It provides a lump-sum payment that may be used to help pay for expenses associated with a serious illness, like cancer, a heart attack or stroke.

Group Legal Services

The legal services plan provides easy access to a nationwide network of over 14,000 experienced attorneys with expertise in a wide range of legal matters.

Identity Theft Protection

identity theft protection coverage that proactively monitors your credit and identity, and, in the event that identity theft occurs, assists in recovery.