



Global Health
Advocacy Incubator



BENEFITS SUMMARY SHEET

This is a brief summary of the benefit offerings provided to eligible employees of the Campaign for Tobacco-Free Kids. For additional information, please contact Human Resources.

BENEFIT	DESCRIPTION	EMPLOYER CONTRIBUTION
Medical Insurance	Coverage through Cigna Open Access Plus	<ul style="list-style-type: none"> • 100% Employee Only • 80% Dependents and family
Wellness Program	Award winning health, fitness, and nutrition-based activities.	Variety of health-related activities. For employees enrolled in the Cigna plan, you may receive cash bonus reward for participating in the annual wellness challenge.
Dental Insurance	Coverage through United Concordia	<ul style="list-style-type: none"> • 100% Employee Only • 70% Dependents and family
Vision	Coverage through CIGNA	Employee-Paid
Flexible Spending Accounts (FSA)	Medical FSA and Dependent Care Spending Account. Deferring pre-tax dollars for qualifying out-of-pocket medical and dependent care expenses. (Contributions are based on IRS limitations)	Employee-Paid
Group Life & AD&D Insurance	CTFK provides life insurance coverage for eligible employees at two times the employee's salary with an additional two times salary for accidental death and dismemberment. (Up to company max).	100%
Disability Insurance	Short-term disability benefit provides 66% of monthly salary. Long-Term provides 60% of monthly salary.	100%
403 (b) Retirement Plan	403 (b) contribution, 100% vested after 1,000 hours of service in calendar year.	9% contribution
Deferred Compensation Plan	Pre-tax payroll deductions to Empower administered account with multiple investment options. Employees can contribute up to 100% of salary pre-tax. (Contributions are based on IRS limitations)	Employee-Paid



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Payroll 403 (b) Roth IRA	Post-tax payroll deduction to Empower administered account with multiple investment options. Employees can contribute up to 100% of salary. (Contributions are based on IRS limitations)	Employee-Paid
Pre-tax transit	Deferring pre-tax dollars for qualifying commuting expenses. (Contributions are based on IRS limitations)	Employee-Paid
Voluntary Life Insurance	Optional term and whole life insurance coverage available.	Employee Paid
Voluntary Accident/Critical Illness Insurance	Optional Accident and Critical Illness insurance coverage.	Employee Paid
Employee Assistance Program (EAP)	Confidential service available 24/7 that provides assessment, counseling, resources, and referrals to help employees resolve issues.	100%
Paid Time off	Vacation (Accrual): <ul style="list-style-type: none"> ➤ 20 days per year: Vice President and above. ➤ 15 days per year: All other full-time staff who works 40 hours per week. Sick Leave (Accrual): <ul style="list-style-type: none"> ➤ 10 days per year (Full-time staff) Personal Leave (Accrual): <ul style="list-style-type: none"> ➤ 5 days per year (Full-Time Staff). (Every 5 years of service employees accrues an additional personal day). 	100%
Holidays	CTFK recognizes 12 paid holidays per year.	100%
Parental Leave	4 weeks of paid parental leave, in addition to Federal and State leave provisions.	100%
Hybrid Model	Partial remote and partial in-person/in-office) environment.	