



# Kids' Care Club

## Child Development Centers

### Benefits Summary

#### Medical Insurance

We provide a number of medical plan options, offering comprehensive coverage for a variety of important services. These include doctor's visits, preventative care, hospitalization, inpatient and outpatient services, and more.

#### Dental

We offer two different dental plans to cover you and your family.

#### Vision

Our vision plan provides coverage for eye exams and pays benefits toward the cost of glasses or contact lenses.

#### 401(K)

Employees are enrolled into C & J Kids Corporation 401(K) Plan when eligible. The company may make an annual contribution and employees have the option to contribute to their account but are not required.

#### Wellness Benefit

Employees receive up to \$200 per year to use toward a gym membership and/or an organized walk/run.

#### External Employee Education

Some employees may need/want to attend training programs, seminars, conferences, lectures, meetings, or other outside activities for the benefit of C & J Kids Corporation or the individual employee.

#### Child Development Training

Kids' Care Club provides tuition reimbursement. Coursework must be directly related to Early Childhood Education or current position. Reimbursement varies by full or part – time status and years of service. Kids' Care Club provides financial assistance to full and part time employees who pursue the Child Development Permit.

#### Paid Time Off (PTO) - Vacation & Sick Time

Employees are entitled to Paid Time Off (PTO) based upon their years of active service. Paid Time Off includes vacation and sick time.



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### **Holidays**

C & J Kids Corporation observes ten (10) Holidays per year for full-time employees. Holiday schedule varies per year. Schools are closed between December 24<sup>th</sup> – January 1<sup>st</sup>.

### **Child Care Discount**

Kids' Care Club offers discounts on childcare tuition at our NAEYC schools, which is based on availability.

### **Workers' Compensation**

C & J Kids Corporation, in accordance with state law, provides insurance coverage for employees in case of work-related injury. The workers' compensation benefits provided to injured employees may include: Medical care, tax free cash benefits to replace lost wages, and assistance to help qualified injured employees return to suitable employment.

### **Paid Family Leave**

Employees may be eligible for Paid Family Leave (PFL) wage replacement benefits, which are funded through payroll deductions and coordinated through the California Employment Development Department.

### **Disability Insurance**

Each employee contributes through payroll tax to California's state disability insurance programs. Disability insurance is mandated by the California Unemployment Insurance Code and administered by the Employment Development Department.

### **Unemployment Compensation**

C & J Kids Corporation contributes thousands of dollars each year to the California Unemployment Insurance Fund on behalf of its employees.

### **Social Security**

Social Security is an important part of every employee's retirement benefit. C & J Kids Corporation pays a matching contribution to each employee's Social Security taxes.

### **Basic Life and Accidental Death & Dismemberment**

C & J Kids Corporation provides each employee with coverage of \$25,000 Life Insurance.

### **Supplemental Life Insurance**

Is available for employees to purchase through Haisha Insura