

Calsoft Systems Employee benefits

Your Benefits Package

Calsoft Systems is proud to offer you this package of valuable employee benefits. If you are eligible and elect to enroll, certain benefits – marked below with the symbol * - have time-sensitive enrollment deadlines as described in the Benefits Book. All other programs listed below generally may be elected or used whenever you choose, in accordance with the written terms and conditions that govern each program.

Health Benefits

- Group Health Plan coverage for eligible employees*
 - Medical/Prescription Benefits*
 - United Healthcare HMO & PPO
 - Kaiser HMO (West Coast)
 - Dental Benefits* (United Health Care)
 - Vision Benefits* (VSP)
- Health Care Flexible Spending Account Plan *
- Employee Assistance Program
- Health Savings Accounts

Insurance Benefits

- Basic Term Life & Personal Accident Insurance
- Voluntary Group Universal Life Insurance *
- Voluntary Personal Accident Insurance*
- Voluntary Disability Insurance*
- Aflac Supplemental Insurance

Paid Time Off:

- 10 days of paid vacation for regular employees (accrual basis)
- 10 holidays paid for regular employees (not paid for interns)
- 6 days of paid sick time for all employees

Financial Convenience Benefits

- Payroll Direct Deposit
- ePayStub Electronic Paycheck Option
- 529 College Savings Plan deposits
- 401(k) Plan – with company match up to 4%
- ESOP Plan – employee owned – account with company shares created after one year of full-time employment

Training & Development Benefits

- Online Training Courses
- Online Learning Resources
- Virtual Learning Events

Ancillary Benefits

- Adoption Assistance
- Commuter Benefits

