

## DCCCA, INC. BENEFITS

### Effective the first of the month after 60 days of full-time employment\*

HEALTH INSURANCE –EMPLOYEE PREMIUM PAID IN FULL BY DCCCA  
(\$2500 major medical deductible w/ office visit co-pay, lab, x-ray, prescription co-pays,  
etc.)

LIFE INSURANCE \$40,000 (LINCOLN FINANCIAL)—PAID IN FULL BY DCCCA

### VOLUNTARY BENEFITS

HEALTH INSURANCE PLAN-Spouse or dependents

DENTAL INSURANCE (DELTA)-Employee, spouse or dependents

CANCER INSURANCE (AFLAC)-Employee, spouse, or dependents

OPTIONAL LIFE INSURANCE (LINCOLN FINANCIAL)-Employee, spouse, or  
dependents

VISION INSURANCE (VSP)-Employee, spouse or dependents

\*403(b) RETIREMENT FUND (EMPOWER)-Eligible to enroll from date of hire;  
Pending match eligibility, 100% match on first \$1,000 deferred then 25% on every dollar  
after up to the maximum deferral amount allowed by law. 100% vested from date of hire.

529 EDUCATIONAL FUND (Learning Quest/Oklahoma College Savings Plan)

FLEXIBLE SPENDING ACCOUNTS (WageWorks)-Unreimbursed medical and  
dependent care

**\*403b Retirement plan eligibility is immediately upon hire**

### ADDITIONAL BENEFITS

VACATION AND SICK – 3.078 hours per pay period

HOLIDAY-10 paid holidays (7 standard and 3 optional)

#### TUITION ASSISTANCE AWARDS:

- College class \$100.00
- Associate's Degree \$250.00 (requires 2-3 classes)
- Bachelor's Degree \$500.00 (requires 2-3 classes)
- Master's Degree \$750.00 (requires 1-2 classes)