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)