

Physical: Your health and welfare

Dental: Choose one of two options for you or your family. One option offers preventive, diagnostic, and basic services, while another adds restorative and orthodontic services.

Doctor on Demand*: Visit a board-certified physician, psychologist, psychiatrist, or other consultant online at any time to discuss your circumstance or get advice.

Cylinder*: Complete care for digestive health issues.

Edison Healthcare*: Concierge support and care through a network of top U.S. medical centers. Edison specializes in medical diagnoses such as cancer, spine, heart, orthopedic, joint, transplants, and other complex issues.

Hinge Health*: Virtual physical therapy for prevention, acute, chronic, and musculoskeletal issues.

Maternity management*: Health coaching for expectant mothers, including risk-based support.

Medical: Choose one of three options for you or your family based on your deductible and contribution preferences. Visit any provider you wish, with significant discounts for in-network providers.

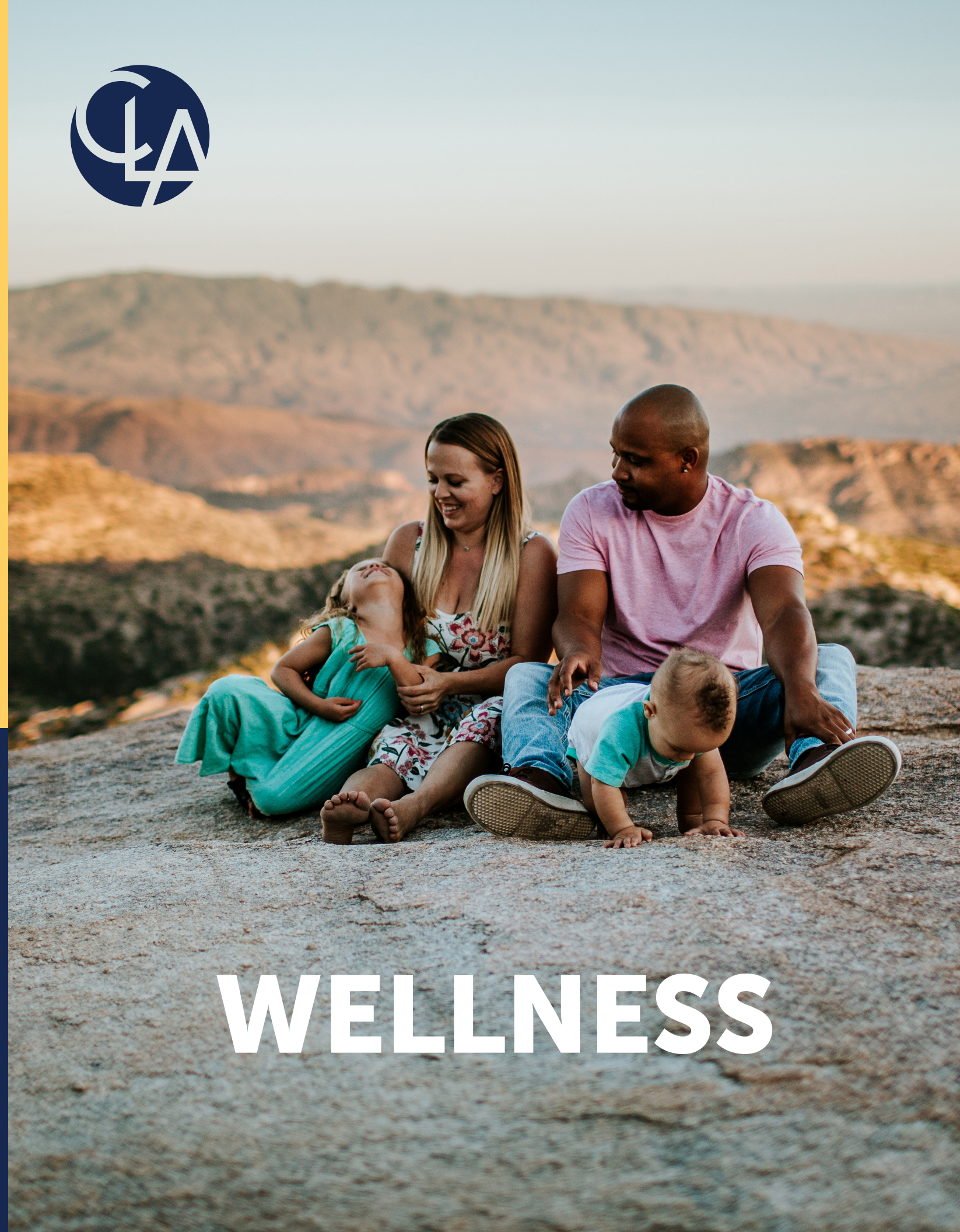
Omada*: Designed to guide individuals in making lifestyle changes that can help delay or stop the onset of diabetes and cardiovascular disease. A living with diabetes program is available to those family members with a diagnosis of diabetes.

Scripta*: Saves you money by finding the same — or better — prescriptions at a lower cost.

Smoking cessation*: Get help quitting tobacco by joining the tobacco support program and developing a personal plan for you.

Vision: Coverage for examinations and materials, including glasses or contacts. Get discounted rates when using in-network providers.

Wellness stipend: Designed to support you along your individual wellness journey. Applied towards gym memberships, fitness apps, apparel, college loan repayments, etc.



Did You Know?

Referral bonus program:

Referrals from our CLA family members are often the best source of new hires. You are eligible for a referral bonus between \$500 and \$7,000 (depending on the role) for CLA family members we hire based on your referral. It's easy — go into Workday and start referring people in your network today.

[CLAconnect.com](https://www.claconnect.com)

CPAs | CONSULTANTS | WEALTH ADVISORS

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WELLNESS

Wellness

It's more than a paycheck. We create opportunities for our family members to be well across four dimensions of life. At CLA, we want to help you focus on your physical wellness, prepare for — and protect — your future by focusing on your financial wellness, and feel great about managing your life by focusing on your social and emotional wellness. We're invested in you.



Financial: Protecting your future

Accidental injury: Fixed cash benefit for covered accident-related injuries.

BeniComp Select: Provides tax advantages for those unable to participate in an FSA, have expenses that exceed the FSA limit, or don't want to use their HSA dollars currently.

Critical illness: Fixed cash benefit for covered health condition diagnoses.

Disability: Short-term disability provides income protection for up to 90 calendar days of total disability. Long-term disability provides income protection if you become disabled for more than 90 days.

Financial planning: Access to CLA wealth advisors, to help identify financial planning goals. Your wealth advisor will work with you to determine strong investment advisory and risk management approaches to help you achieve your goals — all at a 50% discounted rate.

Flexible spending accounts (FSA): Your eligible premium and plan expenses are paid with pre-tax dollars within a flex plan. Choices include a premium expense plan, health care/dependent care reimbursement account, and transportation/commuter benefits.

GotZoom: Access to federal student loan professionals to help you find the best repayment and loan forgiveness programs to potentially save you money.

Health savings plan (HSA): If you choose coverage with the HSA medical coverage, you can participate in a tax-free health savings account (HSA) — an easy, convenient, and tax-effective way to save money and build a financial resource for the future.

Hospital care: Fixed cash benefit for covered hospital stays.

Kindbody*: Fertility and family-building benefits and workplace re-entry counseling for CLA family members returning from parental leave.

Life/AD&D insurance: Offers financial protection in the event of a death or a severe accident while actively employed.

Long-term care insurance: Long-term care planning is an important aspect of a personal financial plan.

Pet insurance: Medical protection for your pet.

Pre-paid legal services/identity theft: Provides legal and identity theft protection for you and your family.

Purchasing power: Paycheck purchases with access to thousands of brandname products and services.

Retirement: Includes a 401(k) plan and a profit-sharing program. The firm will match 50% of the first 4% you contribute to a 401(k) plan. In addition, CLA may also make a discretionary profit-sharing contribution for eligible participants, based on firm results for the year. Historically, profit sharing has been in the 2–3% range.

Tax preparation software: Have a CLA tax professional prepare your 1040 at half cost. It gives family members the convenience, ease, and security of knowing your return is in good hands.

Social and emotional: Managing your life

Adoption assistance: We assist family members with the costs of adoption. This program allows for reimbursement up to a maximum of \$15,000 per child of eligible adoption-related expenses.

Corporate perks: Access deep discounts from your favorite retailers, local restaurants, tickets to theme parks and other attractions, and much more.

Employee assistance program (EAP): We assist family members with finding the balance between work and personal life. TELUS Health is a one-stop resource that offers consultation, information, and personalized community referrals for you and your family. Six free counseling sessions per incident are available.

Holidays: We offer nine paid holidays annually: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving, the day after Thanksgiving, Christmas Day, and two floating days.

Homethrive: Helping you care for your aging and special needs loved ones.

Legal resources: Credit monitoring, fraud detection, and identity protection/repair offered.

Learn to Live: Provides online programs and clinical assessments for CLA family members and their families (age 13 or older) living with stress, depression, or social anxiety.

Life services toolkit: We offer online tools to help you make important life decisions such as preparing a living will, powers of attorney, and health care agent forms.

Milk Stork: New moms nursing a child while traveling can ship milk home to their baby.

Paid parental leave: CLA supports flexibility to spend as much time as possible with your new child. CLA provides 6 – 12 weeks of full pay to adjust and bond with your new family member.

Paid time off : We have an all-purpose time-off policy for vacation, illness or injury, emergencies, and personal business. We offer time away from your work so that you can refresh and re-energize. Flex PTO is available to all CLA family members working 1,040 or more hours a year.

Recognition program: Acknowledgment of family members for their years of hard work, dedication, and contributions to the firm, formally recognizing one, five, and every five years thereafter.

RethinkCare: Evidence-based training and 1:1 consultations with neurodiversity and parenting professionals.

Volunteer time off: We give you 20 hours of paid time off to support volunteerism in your community and donate your time to causes you have a passion for.

**Only available to those enrolled in CLA's medical benefits program administered by Blue Cross and Blue Shield of Minnesota.*

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SmartShopper*: Did you know the cost for the same medical procedure can vary depending upon where you go? Now there's an easy way to save money and earn cash rewards for shopping around for quality care.

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+Effective 1/1/2024

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