










Channel Control Merchants, LLC offers a comprehensive benefits package to employees and their families. Benefits can be elected upon hire, annually during Open Enrollment, or mid-year with a qualifying life event.

Eligibility: Permanent employees working 30+ hours per week | **Coverage:** Effective first of the month following 60 days

Benefit	Highlights
 <p>Medical & Prescription Drugs</p>	<ul style="list-style-type: none"> • Silver Health Plan offers a lower deductible and premiums. A network is available for physician services. Facility and hospital claims are subject to reference-based-pricing. • Traditional Health Plan offers a full network for all services with a higher deductible and premiums, but a lower out-of-pocket maximum. • Both plans offer Teladoc for 24/7 virtual access to healthcare at no cost to you.
 <p>Health Advocacy</p>	Members enrolled on the Silver Health Plan are encouraged to utilize the resources available through AMPS to find reference-based-friendly providers to minimize chances of receiving a balance bill from a facility or hospital.
 <p>Dental</p>	Coverage for preventive, basic and major services. Orthodontia for children up to age 26.
 <p>Vision</p>	Coverage for exams, lenses and frames.
 <p>Life/Accidental Death & Dismemberment (AD&D)</p>	<ul style="list-style-type: none"> • Life/AD&D: CCM provides \$15,000 in Life and AD&D coverage at no cost to you. • Voluntary Life and AD&D: You can elect additional coverage up to 5 times your annual salary to a maximum of \$500,000. Spouse and child voluntary coverage also available.
 <p>401(k) Plan</p>	Save for retirement with a company match of 100% on the first 3% deferred and 50% on the next 2% deferred.

Benefit	Highlights									
 <p>Disability</p>	<p>Income replacement coverage when you're unable to return to work due to an accident or illness.</p> <ul style="list-style-type: none"> • Short Term: Replaces 60% of weekly earnings up to maximum of \$2,000 per week. Payment begins after 14 days. • Long Term: Replaces 60% of monthly earnings. Payment begins after 90 days. <table border="1"> <thead> <tr> <th>Long Term</th> <th>Hourly</th> <th>Salary</th> </tr> </thead> <tbody> <tr> <td>Monthly Maximum</td> <td>\$5,000</td> <td>\$10,000</td> </tr> <tr> <td>Benefit Duration</td> <td>5 Years</td> <td>Social Security Normal Retirement Age</td> </tr> </tbody> </table>	Long Term	Hourly	Salary	Monthly Maximum	\$5,000	\$10,000	Benefit Duration	5 Years	Social Security Normal Retirement Age
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 <p>Additional Protection</p>	<p>Protect your wallet from unexpected expenses related to a covered injury, illness or event.</p> <ul style="list-style-type: none"> • Accident: Receive a lump-sum payment for covered injuries such as fractures, burns, and emergency services. • Critical Illness: Receive a lump-sum payment upon diagnosis of a covered illness (including cancer). • Hospital Indemnity: Receive a lump-sum payment for an inpatient hospital stay. 									
 <p>Additional Benefits</p>	<ul style="list-style-type: none"> • Medical Analysis Clinic: Convenient low cost primary and acute care for employees in the Hattiesburg, MS area. • Employee Assistance Program: 24/7 access to services to help with everyday challenges of life that may arise. Available at no cost to you. • Employee Discounts: 10% off at CCM stores. • Pet Insurance: Three plan options are available to reimburse eligible vet bills. 									