

YOUR CSC REWARDS AT WORK

AN OVERVIEW OF YOUR TOTAL REWARDS



At CSC ServiceWorks, our team members work every day to deliver best-in-class service to our customers and clients.

CSC Rewards at Work is the portfolio of plans and programs designed to reward, recognize, energize and develop our team members throughout their careers. It includes base pay, variable pay, comprehensive benefits and services. As part of your Rewards at Work, we offer you quality, affordable benefit choices, paid time off so you can rest and recharge as well as income security programs to ensure you feel taken care of when the unexpected happens.

Rewards at Work Offers CSC Team Members Access to a Broad Range of Benefits

- ▼ Protect your personal and financial well-being—today and tomorrow
- ▼ Recognize and reward your contributions to our success through performance-based pay
- ▼ Connect career growth and development to the skills, knowledge and abilities you need to succeed at CSC
- ▼ Balance our investments to offer value, choice and flexibility to all team members—and ensure these investments are sustainable

Our Rewards at Work portfolio means you have access to a broad range of benefits; resources to help you prepare for retirement; variable pay to reward you for your contributions to our success; and expanded learning opportunities to help you achieve more in your current role and develop your knowledge, skills and abilities for future roles at CSC.



REWARDS
AT WORK

Work-Life

CSC provides an integrated single bank of Paid Time Off (PTO) for you to use when you need as well as nine paid holidays. CSC's Employee Assistance Program (EAP) can help you manage problems that may impact your productivity, health, safety or quality of life. CSC offers flexible work options to help you find a schedule that works for you and your manager.



Career Development & Growth



CSC values development and growth. All team members receive job-specific training and individual development plans, based on CSC's core competencies. High performing team members are considered for internal promotions, as well as project-based opportunities to develop their skills. Education Reimbursement provides reimbursement for certified technical training as well as college classes related to your current role or to develop for a future role.

Performance-based Pay



At CSC, we embrace a pay for performance philosophy and seek to recognize and reward your individual contributions to our success with market-based pay, merit and other rewards.

Retirement

CSC's 401(k) plan provides you with a variety of investment options as well as financial planning tools and resources to help you save for retirement. Rewards at Work provides expanded tools and resources to help you plan for retirement including online tools and 401(k) guidance with Retirement Benefit Partners. CSC matches 50% on the first 6% you contribute to the 401(k). You vest in CSC's contributions over three years (0% year one, 50% year two, and 100% year three).



Health & Wellness



Rewards at Work includes three medical plan options—Platinum, Gold and Silver—to help you better understand the value and cost associated with each plan; two dental options and a vision plan.

REWARDS AT WORK

Tax-Advantaged Accounts



CSC offers you two Flexible Spending Accounts to help you save money on everyday expenses: a Health Care Flexible Spending Account (FSA) (available with the Gold and Platinum medical plans) and a Dependent Care Flexible Spending Account (FSA). CSC also offers a Health Savings Account (HSA) associated with its high deductible Silver Medical Plan.

Income Protection

To help you protect your family's finances if the unexpected happens, CSC Rewards at Work offers you a wide array of income protection. Basic Life/Accidental Death & Dismemberment (AD&D), Basic Short-Term Disability and Basic Long-Term Disability are offered at no cost to you. You also have the option to purchase additional coverage:



- ▼ Supplemental Employee Life/AD&D
- ▼ Dependent Life for Your Family
- ▼ Supplemental Long-Term Disability

Recognition

Knowing you're doing a good job is one thing—being recognized by managers or your colleagues for your contributions is quite another. CSC recognizes outstanding team members who go above and beyond.



Team Member Discounts

CSC connects its team members with special discounts and offers from businesses offering wide range of services including appliances, cars, technology and more.



Voluntary Benefits

Rewards at Work provides access to affordable voluntary benefits including the opportunity to purchase auto and home insurance with convenient payroll deductions at competitive discounted rates.

