Your Benefits Mixtape

2026 Remix

Welcome to Your Human Care Guide!

At CPI, we are small enough to know each other and big enough to make things happen. Our values guide how we work and collaborate, making CPI a place people love being a part of. When you mix our values and our entrepreneurial spirit, you get a team that's supportive, creative, and truly unique.

Benefit Highlights

Important Legal Stuff

All the official fine print documents are waiting for you online. Browse them anytime at **EASE**.

This guide gives you a high-level look at CPI's benefits. It isn't meant to cover every detail or replace the official plan documents. If anything here doesn't match the plan documents, consider the plan documents binding. CPI may change or end any of the benefits in this guide at any time. Nothing here guarantees employment or future benefits. For details about the specific plans available to you, reach out to Human Resources (a.k.a.: Kim).

Eligibility

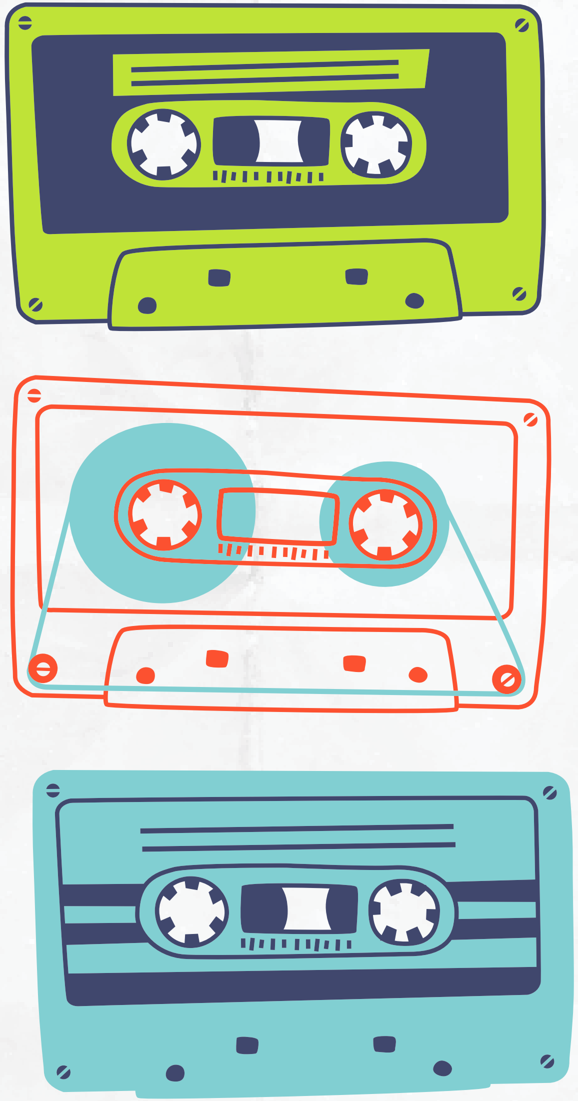
Good news! If you're a full-time CPI team member, working 30+ hours per week, you're eligible for benefits! Benefits begin on the first of the month following 60 days of employment.

The following dependents are eligible as well:

- Your legal spouse or domestic partner
- Your children up to age 26 and those unable to care for themselves due to disability

Benefits start on the first of the month after 60 days of employment.

60 DAYS



Enrolling & Making Changes

When:

Within 30 days of eligibility

Your first chance to choose coverage. When you're newly eligible!

During annual open enrollment

Once a year. Benefits take effect January 1.

Within 30 days of a qualifying life event (QLE)

Had a major life change? Update your benefits within 30 days.

Need to change your coverage mid-year?

Got married? Had a baby? Lost other coverage?
These are QLEs and they may allow you to update your benefits outside of open enrollment. But act fast! You have 30 days from the event (60 days for the birth of a child) to make changes. Log in to **EASE** to request a change.

Watch this video to learn more!

How:

1 Make Decisions.

1. Compare plans, costs, and potential savings.
2. Consider who to cover, past spending, and upcoming healthcare needs.

2 Enroll Online.

1. Log in to **EASE**. (First time user? Look for an enrollment email with login info.)
2. Follow the prompts to select or waive benefits.

3 Confirm Your Choices.

1. Review your confirmation statement.
2. Ensure all details and selections are correct.

Benefit Basics

Health insurance can be confusing. Check out these common terms to better understand how your coverage works.

Term	Definition		Term	Definition
Cost for Coverage	The amount you pay each semi-monthly pay period for health insurance, often called a "premium."	VS	**Cost at Time of Service**	The amount you pay when you receive care, like visiting the doctor or picking up a prescription.
Copay	A flat fee you pay for a particular type of service (example: $55 for a doctor visit).	VS	**Coinsurance**	A percentage of the cost you split with insurance (example: you pay 45%, insurance pays 55%).
Deductible	What you pay before insurance starts sharing the cost. (Copays don't count toward this amount.)	VS	**Out-of-Pocket Maximum**	Once you reach this amount, insurance covers 100% of eligible costs for the rest of the year.
In-Network	Doctors and facilities that contract with your insurance plan, making costs lower.	VS	**Out-of-Network**	Doctors and facilities that do NOT contract with your plan, making costs higher or not covered.*

**You may also face balance billing, where providers bill you for the difference between their charge and what insurance pays.*

Where to Go for Care

Knowing where to go for care can save you time, money, and hassle. Our medical plans offer a range of care options to address any medical issues you may encounter. Remember to save the Emergency Room for true emergencies.

NURSELINE	VIRTUAL CARE	PRIMARY CARE PROVIDER	URGENT CARE CENTER	EMERGENCY ROOM
Virtual	Virtual	Virtual or In-Person	In-Person	In-Person
~~$~~	$	$ $	$ $ $	$ $ $ $
No wait time	Low wait time	Low wait time	Mid wait time	High wait time
Best for 24/7 advice on minor illnesses, child concerns, or where to go for care	Best for quick care anytime, for minor illness, infections, and mental health support	Best for preventive care, non-urgent illness, and chronic condition management	Best when needing prompt attention, for severe cold/flu, sprains, or stitches	Best for life- or limb-threatening emergencies and 24/7 crisis care

24/7 Virtual Care

Sydney Health Mobile App | **sydneyhealth.com**

URGENT CARE
Virtual urgent care for cold, flu, and similar concerns

MENTAL HEALTH
Mental health visits with licensed therapists or psychiatrists

ROUTINE CONCERNS
Care for allergies, pink eye, rashes, or minor infections

PRESCRIPTIONS
Prescription refills and medication support when appropriate

Which Medical Plan Is Right for You?

Don't choose a plan based on premiums alone. Look at what you'll pay when you get care, including copays, deductibles, and coinsurance. You'll find the full breakdown on the next page, but here's a simple overview to help you start comparing your options.

<table>
<tr><th colspan="7">Anthem Blue Cross</th></tr>
<tr><th></th><th>Bronze PPO</th><th>Bronze Select</th><th>Silver PPO</th><th>Silver Select</th><th>Gold PPO</th><th>Gold Select</th></tr>
<tr><th colspan="7">Individual Coverage Costs (In-Network)</th></tr>
<tr><td>CPI Annual HSA Contribution</td><td colspan="2">+$658.80</td><td colspan="2">N/A</td><td colspan="2">N/A</td></tr>
<tr><td>Annual Deductible</td><td colspan="2">$ 6,000</td><td colspan="2">$2,500</td><td colspan="2">$1,500</td></tr>
<tr><td>Coinsurance</td><td colspan="2">45%</td><td>45%</td><td>35%</td><td colspan="2">30%</td></tr>
<tr><td>Out-of-Pocket Maximum</td><td colspan="2">$7,400</td><td colspan="2">$8,700</td><td colspan="2">$8,100</td></tr>
<tr><th colspan="7">Family Coverage Costs (In-Network)</th></tr>
<tr><td>CPI Annual HSA Contribution</td><td colspan="2">+$658.80</td><td colspan="2">N/A</td><td colspan="2">N/A</td></tr>
<tr><td>Annual Deductible</td><td colspan="2">$12,000</td><td colspan="2">$5,000</td><td colspan="2">$3,000</td></tr>
<tr><td>Coinsurance</td><td colspan="2">45%</td><td>45%</td><td>35%</td><td colspan="2">30%</td></tr>
<tr><td>Out-of-Pocket Maximum</td><td colspan="2">$14,800</td><td colspan="2">$17,400</td><td colspan="2">$16,200</td></tr>
<tr><th colspan="7">Plan Highlights</th></tr>
<tr><td>No-Cost Preventive Care</td><td colspan="2">✓</td><td colspan="2">✓</td><td colspan="2">✓</td></tr>
<tr><td>Copays for Most Services</td><td colspan="2">✗</td><td colspan="2">✓</td><td colspan="2">✓</td></tr>
<tr><td>In-Network & Out-of-Network Coverage</td><td colspan="2">✓</td><td colspan="2">✓</td><td colspan="2">✓</td></tr>
<tr><td>Eligible for HSA with CPI Contribution</td><td colspan="2">✓</td><td colspan="2">✗</td><td colspan="2">✗</td></tr>
</table>

Important: Make Time for You!

Your free preventive care visit won't schedule itself. Make an appointment today. You're worth it!

PPO vs. Select: What's the Difference?

PPO

These plans use Anthem's Prudent Buyer PPO network, offering a wide range of doctors, specialists, and hospitals and an increased premium cost.

VS

Select

These plans use Anthem's Select PPO network, which is a narrower network of providers. In exchange for the smaller network, you'll pay lower premiums.

Medical Plan Options

Anthem Blue Cross | (855) 383-7248 | anthem.com/ca

You have six medical plans to choose from based on the network you choose (PPO or Select). CPI pays 100% of the employee premium for the Bronze and Silver plans, and 80% of the employee premium for the Gold plans. For family member premiums, log in to **EASE** and follow the prompts to find customized rates.

Plan	Bronze		Silver		Gold	
Network	**PPO**	**Select**	**PPO**	**Select**	**PPO**	**Select**
CPI Annual HSA Contribution	**$658.80**	**$658.80**	N/A	N/A	N/A	N/A
What's Included?	**Here's how much you'll pay**					
Annual Deductible Individual/Family	$6,000 / $12,000	$6,000 / $12,000	$2,500 / $5,000	$2,500 / $5,000	$1,500 / $3,000	$1,500 / $3,000
Annual OOPM Individual/Family	$7,400 / $14,800	$7,400 / $14,800	$8,700 / $17,400	$8,600 / $17,200	$8,100 / $16,200	$8,100 / $16,200
Preventive Care	Covered in full	Covered in full	Covered in full	Covered in full	Covered in full	Covered in full
Virtual Care	Covered in full*	Covered in full*	Covered in full	Covered in full	Covered in full	Covered in full
Primary Care	45%*	45%*	$55	$55	$5	$5
Specialty	45%*	45%*	$90	$90	$65	$65
Urgent Care	45%*	45%*	$55	$55	$5	$5
Emergency Room	45%*	45%*	$100, then 45%*	35%*	$250, then 30%*	$250, then 30%*
Outpatient Mental Health	45%*	45%*	$55	35% up to $55	$5	$5
Outpatient Hospital	45%*	45%*	45%*	35%*	30%*	30%*
Inpatient Hospital	$250, then 45%*	$250, then 45%*	$250, then 45%*	35%*	$250, then 30%*	$250, then 30%*
Acupuncture	45%*	45%*	$55	$55	$5	$5
Chiropractic (20 visits per year)	50%*	50%*	$15	Not covered	$15	$15

**This is the amount you pay after you've met the deductible.*

Note: *The amounts listed here show in-network coverage. For out-of-network details, check out your plan documents.*

Prescription Coverage

Plan	Bronze		Silver		Gold	
Network	**PPO**	**Select**	**PPO**	**Select**	**PPO**	**Select**
What's Included?	**Here's how much you'll pay**					
Level 1 Retail (30-90-day supply)						
Rx Deductible Individual/Family	Included in plan deductible	Included in plan deductible	$200 / $400	$300 / $600	$300 / $600	$300 / $600
Generic	$20*	$20*	$15	$20	$5	$5
Preferred Brand	$90*	$90*	$70**	$75**	$60**	$60**
Non-Preferred Brand	$160*	$160*	$110**	$105**	$110**	$110**
Specialty	30%* up to $400	30%* up to $400	30% up to $250**	30% up to $250**	30%* up to $250	30%* up to $250
Mail Order (up to a 90-day supply)						
Generic	$40*	$40*	$30	$40	$10	$10
Preferred Brand	$225*	$225*	$175**	$188**	$150**	$150**
Non-Preferred Brand	$400*	$400*	$275**	$263**	$275**	$275**
Specialty (30-day supply)	30%* up to $400	30%* up to $400	30% up to $250**	30% up to $250**	30%* up to $250	30%* up to $250

**This is the amount you pay after you've met the medical plan deductible.*

***This is the amount you pay after you've met the Rx deductible.*

Note: *The amounts listed here show in-network coverage. For out-of-network details, check out your plan documents.*

Save $ with Level 1 Rx

You'll get the lowest cost when you fill prescriptions at a Level 1 pharmacy, like CVS, Walmart, Kroger, or Safeway. Some medications are available in a 90-day supply. Using a non-Level 1 pharmacy may cost more and be ineligible for mail order. Find a Level 1 at **anthem.com/pharmacy-information**.

Vision & Pediatric Dental Coverage

Good news! If you're in an Anthem medical plan, some vision and dental benefits are included for you and/or any covered dependents.

Vision | Adults get one eye exam every year for a $20 copay. Children under 19 get one exam plus one pair of glasses or contacts each year at no cost.

Dental | Preventive care (cleanings and checkups) is covered twice a year. Basic services are covered at 80% and major services and orthodontics at 50% for dependents under age 19.

Anthem Wellness Resources

SpecialOffers Discount Program

Anthem Blue Cross | **anthem.com/ca**

Anthem members get exclusive savings on products and services that support your health, wellness, and everyday life. Here's a look at some of the deals you can take advantage of.

VISION

Save $20 on orders over $100, plus discounts on glasses, sunglasses, and LASIK.

HEARING

Access free hearing exams and discounts on hearing aids to support hearing health.

DENTAL

Get $1,200 off ProClear Aligners plus a free teeth whitening kit.

FITNESS & WELLNESS

$25/month gym access, discounts on Fitbit and Garmin devices, acupuncture and massage.

FAMILY & HOME

Savings on 23andMe kits, pet insurance, baby-proofing essentials, and fertility treatments.

MEDICINE & TREATMENT

Discounts on vitamins, allergy relief products, and wellness coaching.

Identity Theft Protection

AllClear ID | (855) 227-9830 | **anthemcares.allclearid.com**

Anthem partners with AllClear ID to offer identity repair and credit monitoring at no extra cost to you.

AllClear Identity Repair

Automatically available to all covered members, no enrollment needed. If you experience identity theft, call for expert help restoring your information.

Credit + Identity Theft Monitoring

Sign up for added protection, including fraud alerts, annual credit reports, and up to $1 million in identity theft insurance.

Dental

Principal | (800) 247-4695 | principal.com

A healthy smile does more than look good in photos. Good dental care keeps you healthier overall, and Principal gives you a large network of dentists to keep your teeth in top shape. Plus, CPI picks up your entire dental premium!

What's Included in Your Coverage	Principal Dental In-Network*
Calendar Year Benefit Maximum	$2,000
Here's how much you'll pay	
Annual Deductible (waived for Preventive)	$50 per person / $150 per family
Diagnostic & Preventive Services	Covered in full
Basic & Restorative Services	20% after deductible
Major Services	50% after deductible
Orthodontia	Not covered

*For out-of-network services, members pay applicable coinsurance plus any amount that exceeds the usual, customary, and reasonable charge.

Employee Assistance Program (EAP)

~~Anthem EAP~~ | ~~(800) 999-7222~~ | ~~anthemeap.com~~ | ~~Company Code: My EAP CA~~

When you need help with work, home, or personal challenges, the EAP offers you and your family a variety of free and confidential services and value-added programs.

24/7 Support
Get round-the-clock access to professional counselors whenever you need to talk to someone.

Free Counseling
Receive referrals and ~~up to three~~ free virtual or in-person sessions with a licensed counselor.

Family Resources
Access support for parenting, childcare, and elder care, including helpful tools and referrals.

Daily Life Management
Find guidance and resources to help balance work, health, family, and your everyday to-do list.

Financial & Legal Help
Get expert consultations and tools for budgeting, saving, estate planning, and ~~expert~~ legal advice.

Easy Access Anytime!
Access the EAP any time through the ~~Sydney Health~~ App.

Health Savings Account (HSA)

How Your HSA Is Funded

You can contribute pre-tax money to lower your taxable income, and both your contributions and any earnings are tax-free when used for qualified medical expenses. CPI also adds money to your HSA each pay period, prorated based on when you start.

Individual Coverage

2026 Maximum Contribution	CPI Annual HSA Contribution	Your Maximum Contribution	Age 55+ Catch-up Contribution
$4,400	$658.80	$3,741.20	Additional $1,000

Family Coverage

2026 Maximum Contribution	CPI Annual HSA Contribution	Your Maximum Contribution	Age 55+ Catch-up Contribution
$8,750	$658.80	$8,091.20	Additional $1,000

Your HSA is here to help your money go further. Use it tax-free on doctor visits, prescriptions, dental and vision care, mental health counseling, physical therapy, lab work, chiropractic care, medical equipment, and hearing aids.

10 Surprising Things Your HSA Covers

1. Sunscreen
2. Motion sickness solutions
3. Acne treatments
4. Blood pressure monitors
5. Blue-light prescription glasses
6. TENS units
7. Kinesiology tape
8. Period products
9. Light therapy lamps
10. First aid kits

For the full list of everything the HSA covers, visit **IRS Publication 969**.

Are You Eligible?

You can open and use an HSA if you're enrolled in an HDHP and don't have other non-qualified coverage, like a spouse's Health Care FSA. You also must not be enrolled in Medicare or TRICARE, and you can't be claimed as a dependent on someone else's tax return.

The Power Couple: How the HDHP & HSA Work Together

The Bronze PPO and Select plans are High Deductible Health Plans, which team up with an HSA to give you reliable coverage and a tax-advantaged way to pay for care.

HDHP
(The Health Plan)

- You'll pay lower monthly premiums than with other plans.
- Pay the full cost of care (except free preventive!) until meeting deductible.
- After that, you and Anthem share the cost (generally 45% you, 55% plan).
- No fixed copays, so expect to pay more upfront.

HSA
(The Savings Plan)

- Set aside tax-free dollars to pay for medical, dental, vision, and pharmacy costs.
- Use funds anytime, before or after your deductible is met.
- Unused funds roll over each year and are always yours to keep.
- Enjoy tax savings on HSA contributions, investment earnings, and withdrawals.

It's Easy as 1-2-3 (4!)

1 GET FREE PREVENTIVE CARE
The HDHP covers 100% of the cost with an in-network provider.

2 PAY THE DEDUCTIBLE
You can use your HSA to help pay for these expenses.

3 SHARE THE COST
The HSA funds can be used toward your share of the coinsurance.

4 REACH THE OUT-OF-POCKET MAX
You're in the clear; the plan pays 100% of healthcare expenses.

Watch to see how pre-tax dollars and annual rollover can stretch your health budget.

Retirement

Empower | (855) 756-4738 | **empower.com**

Eligibility

You are eligible to participate in the 401(k) after ~~one year~~ of employment.

Match

CPI matches 100% of the first 3% you invest, then matches 50% up to 5%.

Vesting

Your contributions and CPI's are immediately 100% yours.

Beneficiary

Add a beneficiary so your savings are directed to the person you choose.

Traditional vs. Roth 401(k): What's the Difference?

Traditional and Roth 401(k)s differ mainly in how your contributions are taxed, giving you flexibility as you save for retirement.

Traditional 401(k)	Roth 401(k)
You put money into your account before it is taxed.	The money is taxed before it goes into your account.
You pay taxes when you withdraw the money in retirement.	Withdrawals are tax-free in retirement if you meet IRS requirements*.
You must start taking money out of the account at age 73.	There are no required withdrawals during your lifetime.

*See **IRS requirements** *for withdrawal.*

Meet your 401k Advisors

Brian Peterson | (760) 707-5562
brian.peterson@idawealth.com

Bow Wheeler | (760) 707-5562
bow.wheeler@idawealth.com

2026 IRS Annual Contribution Limits

AGE	Under 50	50	60	64
MAX	$23,000	$31,500	$35,250	$31,500

Life and Accidental Death & Dismemberment (AD&D) Insurance

Principal | (888) 563-1124 | **principal.com**

Basic Life and AD&D

As an eligible employee, you receive **$50,000** of Basic Life and AD&D insurance, at no cost to you.

Basic and Voluntary Life and AD&D benefits **reduce by 35% at age 65** and an **additional 15% at age 70**.

Voluntary Life and AD&D

In addition to Basic Life and AD&D, you can buy Voluntary Life and AD&D coverage at discounted rates, for you, your spouse, and your child(ren). If you elect coverage within your first 30 days of eligibility, you can elect coverage up to the Guaranteed Issue amount without answering additional health questions.

Employee

Coverage in increments of
$10,000

Up to 3× salary or
$300,000

Guaranteed issue amount
$100,000*

Age 70 and over: $10,000

Spouse

Coverage in increments of
$5,000

Up to
$100,000
(not exceeding **50%** of employee amount)

Guaranteed issue amount
$20,000

(Children)

Coverage in increments of
$5,000

Up to
$10,000

Guaranteed issue amount
$10,000

How Much Additional Life and AD&D Should I Buy?

- **What do I owe?** (mortgage, loans, credit cards)
- **What does my family spend?** (monthly living needs)
- **What do I want for their future?** (school, savings, support)

Coverage May Be Taxed

Coverage exceeding $50,000 is considered imputed income. This means any amount over $50,000 must be included as income and will be subject to Social Security and Medicare taxes, which may be reflected in your paycheck.

Friendly Reminder:

Keep your Life and AD&D beneficiary updated at **principal.com** or through HR.

Long-Term Disability (LTD)

Principal | (888) 563-1124 | **principal.com**

LTD provides financial protection when a serious illness or injury keeps you from working. If you're unable to perform your job for an extended period, you may qualify for LTD benefits.

HOW DO I ENROLL?

You're covered automatically; there is no enrollment required, and **no cost to you**.

HOW MUCH DOES IT PAY?

LTD replaces **60%** of your income, up to $10,000 per month, after **90 days** of disability.

HOW LONG DO PAYMENTS LAST?

Payments continue until the earlier of recovery or Social Security Normal Retirement Age.

WHAT MIGHT REDUCE BENEFITS?

Other income sources, such as Social Security, Workers' Comp, may reduce your benefit.

Did You Know?

54% of Americans have less than three months' worth of emergency savings. Disability insurance can help you be better prepared.

Voluntary Short-Term Disability (STD)

Principal | (888) 563-1124 | **principal.com**

You have the option to purchase STD insurance which provides partial income if you're temporarily unable to work due to pregnancy or non-work-related illness or injury.

HOW DO I ENROLL?

You can find rates and enroll via **EASE**.

HOW MUCH DOES IT PAY?

STD replaces **20%** of your income, up to $1,000 per month, after **7 days** of disability.

HOW LONG DO PAYMENTS LAST?

Payments continue until the earlier of recovery or 25 weeks.

WHAT MIGHT REDUCE BENEFITS?

Other income sources, such as Social Security, Workers' Comp, may reduce your benefit.

Personal Protection Benefits

Principal | (888) 563-1124 | **principal.com**

When an illness or injury hits, expenses can add up fast. Accident and Critical Illness insurance provide cash payments for covered events, giving you extra financial support and the freedom to use the money where you need it most.

Accident Insurance

- Helps pay expenses related to unexpected accidents and injuries.
- You may be eligible for a $50 wellness benefit once per year for covered wellness tests.

Turn it up!

Critical Illness Insurance

- Helps pay for expenses related to the diagnosis of a critical illness, such as heart attack, coma, or cancer.
- $50 reimbursement for health screenings for you and your covered dependents.

Why Do You Need These? Because Health Plans Have Limits.

Your health insurance covers a large portion of your medical care expenses, but not all. That's where these benefits step in. These personal protection benefits help you cover gaps, such as lost income, deductibles, and everyday bills. You are paid in a lump sum, allowing you to focus on recovery rather than managing finances.

Additional Perks

Principal | (800) 986-3343 | **principal.com**

As a Principal member, you have access to the following services and resources at **no cost** to you, through ARAG.

Planning Your Legacy?

Wills & Legal Docs

Create essential legal documents online through ARAG, including a will, powers of attorney, and healthcare directives, for you and your spouse. Includes estate planning tools and secure storage. Register at **principal.araggroup.com**.

Worried About Identity Theft?

Funeral Planning & Concierge Services

ARAG provides prevention tips and a step by step action kit to help you respond and recover if identity theft occurs. Access via **principal.araggroup.com**.

Looking for Grief Support?

Beneficiary Assist Counseling Services

You and your loved ones can access emotional, legal, and financial support for up to a year through Empathy. Visit **principal.com/empathy**.

Preparing for Travel?

Travel Assistance

You, your spouse, and dependent children get travel and medical support through AXA Assistance. Help includes emergency medical coordination and travel support. Details at **principal.com/travelassistance**.

Additional (Additional) Perks!

These Principal perks are available to all CPI employees:

- 24/7 confidential emotional health support line
- LASIK and laser vision correction discounts
- Hearing aid savings
- Teeth whitening + discounts on toothbrushes / water flossers *(Dental enrollees only)*

Time Off

CPI believes it's important to take time off to travel, spend time with family, and pursue hobbies you love. Holidays and Paid Time Off (PTO) are provided to full-time employees each calendar year.

2026 Holidays

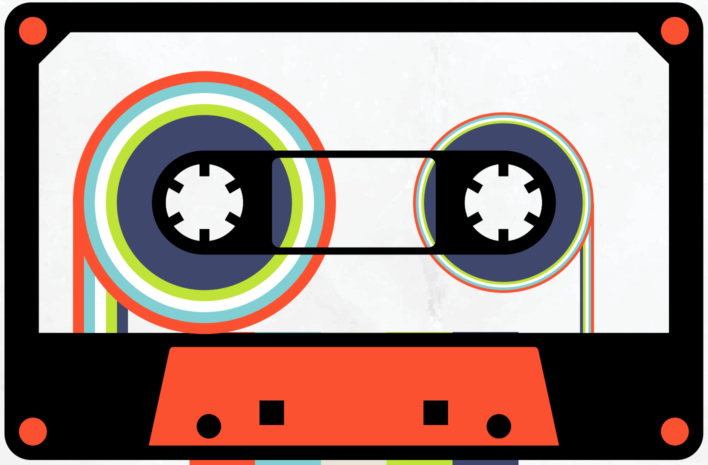
CPI generally observes the following paid holidays:

- **New Year's Day:** Thursday, January 1, 2026
- **Presidents' Day:** Monday, February 16, 2026
- **Memorial Day:** Monday, May 25, 2026
- **Independence Day:** Friday, July 3, 2026 (observed)
- **Labor Day:** Monday, September 7, 2026
- **Thanksgiving Day:** Thursday, November 26, 2026
- **Day after Thanksgiving:** Friday, November 27, 2026
- **Christmas Day - New Year's Eve:** Friday, December 25 – December 31, 2026

PTO

PTO is available to full-time employees for vacation, illness, or other personal needs. The PTO period is one year, based on your work anniversary. PTO hours are paid at your regular base pay rate and can be taken in increments of two hours or more.

The maximum number of hours you can accrue is the annual benefit hours plus 24. For example, if your annual benefit is 120 hours, you can accrue up to 144 hours. You will stop accruing hours once the maximum is reached, so plan your time off accordingly.



Years of Employment	PTO Hours/Weeks
1-2	120 / 3
3-6	160 / 4
7+	200 / 5

START HERE

TAKE CARE OF YOU

DOLLARS & SENSE

HELPFUL THINGS

Your Benefit Contacts

Lucy Gutierrez | Morrison Insurance | (760) 438-9311 | lucy@misbenefits.com

Medical & Vision

Anthem Blue Cross
(855) 383-7248
anthem.com

24/7 Nurseline

Anthem
(800) 700-0197

Dental

Principal
(800) 247-4695
principal.com

HSA

TASC
(800) 422-4661
tasconline.com

EAP

~~Anthem~~
~~**(800) 999-7222**~~
~~anthemeap.com~~
~~Company Code: *My EAP CA*~~

401(k)

Empower
(855) 756-4738
empower.com

Life, AD&D & Disability

Principal
(800) 986-3343
principal.com

+ Additional Benefits

Wills & Legal Docs

ARAG
principal.araggroup.com

This communication highlights some of your CPI benefit plans. Your actual rights and benefits are governed by the official plan documents. If any discrepancy exists between this communication and the official plan documents, the plan documents will prevail. CPI reserves the right to change any benefit plan without notice. Benefits are not a guarantee of employment.

 Last Updated: 12/19/25