CHAPMAN
Focused on Finance

2026 Benefit Overview
Exempt Staff, Paralegals, and Paraprofessionals

Eligibility: Employees working an average of 30 or more hours per week are eligible for the benefits plans. New-hires working 30 or more hours per week are eligible for benefits as of the first of the month following date of hire provided that the enrollment is properly completed within the new hire election period. Benefit plan coverage is available for dependents such as spouses, domestic partners, domestic partner children and children up to age 26 and age 30 for unmarried eligible military personnel.

BCBS-IL MEDICAL & PRESCRIPTION DRUG PLANS

For the PPO plans, you can visit any provider in the U.S. Costs may generally be lower if you see an in-network provider. The HMO plan covers services rendered by in-network providers only (except in the case of emergency).

	BCBS PPO	BCBS HD PPO Blue Edge HSA	HMO Blue Advantage (Illinois Based Network)
Health Savings Account	Not Available	Chapman will contribute for first-year and post-first year participants	Not Available
Prescriptions	Bundled with Medical Plan	Bundled with Medical Plan	Bundled with Medical Plan

DELTA DENTAL PLAN (100% Employee Paid)

Visit any provider in the US. Three networks available. Costs may be lower at an in-network provider versus an out-of-network provider.

Delta Dental PPO High Plan	Delta Dental PPO Low Plan

VSP VISION PLAN (100% Employee Paid)

In-and-Out of Network Benefits. Eye Exam every 12 months; Lenses, Frames, and Contact benefits.

INSURANCE PLANS

Flexible Spending Accounts	**Healthcare Account:** Contribute pre-tax dollars towards qualified health care expenses. **Dependent Care Account:** Contribute pre-tax dollars to qualified dependent care. **Commuter Parking/Transit Account:** Contribute pre-tax dollars to pay for eligible commuting costs.
Short-Term Disability	Firm paid.
Long-Term Disability	Firm paid.
Basic Life/AD&D	Firm paid.
Optional Life	Employee, spouse, domestic partner, and child life insurance available.

401(k) SALARY DEFERRAL PLAN AND RETIREMENT PLAN

401(k) Salary Deferral Plan	401(k) and Roth 401(k) options are available. Automatic enrollment.
Retirement Plan	Fully funded by firm. You will automatically be enrolled in the Retirement plan upon meeting eligibility requirements. Employees become eligible at the beginning of the quarter immediately following one year of service (enrollment dates: January 1, April 1, July 1 or October 1). Contributions are discretionary and not guaranteed. Employees are 100% vested upon entry to the plan. Must be employed on December 31 to receive annual contribution.

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HOLIDAYS AND LEAVES

Holidays	**Firm Holidays:** Eleven (11) paid holidays per year. **Floating Holidays:** Two (2) floating holidays if employed on January 1.
Paid Leave	Paid time offered per 10-year schedule and pro-rated in first year of hire.
Paid Sick Leave (PSL)	60 PSL Hours. Employees may use up to 60 PSL hours in one calendar year.
FMLA	Up to 12 weeks for eligible employees.
Other Company Leaves	Bereavement, Parental

OTHER BENEFITS

Bright Horizons Back-Up Care and Family Supports	Emergency care for children, adults, and pets are available through in-center services and in-home services. Also offers family concierge services. Limits and copays apply. Find caregivers, discounted tutoring and test prep. Fees apply.
Carrot Family Formation	Carrot provides concierge, education, care coordination and support services for inclusive lifelong fertility care and family-forming journeys. A financial stipend is available for qualified expenses towards fertility and family formation paths. This benefit is available to benefit eligible employees and spouse/partners.
Employee Assistance Program (EAP)	Firm paid. Confidential professional assistance in handling difficult personal problems. Counseling available. Referrals for financial and legal assistance.
Homethrive Elder Care	Elder-care concierge service.
LifeLock Identity Theft Protection Plans/Emergency Travel Assistance	Firm paid employee coverage on the LifeLock Benefit Essential Plan and Emergency Travel Assistance plan.
Medical Travel Health Reimbursement Arrangement (HRA)	Offers a medical travel benefit to employees/partners and their dependents enrolled on the Chapman health insurance. The benefit will include reimbursement for medically necessary travel and lodging-related expenses for travel more than 50 miles from home address. For those enrolled on the HD PPO HSA plan, the benefit will cover eligible expenses after deductible is met. A lifetime benefit maximum available.
Other Benefits	Embrace Pet Insurance (firm discount), flexible dress for your day, wellness offerings, and other discounts.

COMPENSATION

Base Pay	Base pay for this position is included in the job posting.
Variable Compensation	The Firm provides annual discretionary bonuses to eligible Chapman personnel as an example of how the Firm recognizes the dedication and contributions of its employees throughout the year and underscoring their integral role in the Firm's overall success.