

As an employee of CSM, you have access to discount programs and other perks, on top of your other benefits at CSM.

Other Perks

- **Paid Time Off** to help you maintain a healthy work-life balance.
- **Associate Referral Bonus** allows you to earn up to \$1,000 for referring a future CSM team member. Terms and conditions subject to change.
- **Tuition Reimbursement Program** supports professional development of associates. CSM will reimburse up to \$5,250 per calendar year for enrollment fees and materials for classes and coursework.
- **Scholarship Program for Dependents** assists associates' children who plan to continue their education after high school with tax free scholarships up to \$2,500 per year.

Discount Programs

- **Discount at CSM Residential Properties** – CSM associates receive a discount on monthly rent at any CSM owned residential property. Residential associates are eligible for an additional discount at the property where they work.
- **Discounted Hotel Rooms** – All associates are eligible to stay at a CSM hotel for only \$59 or \$79 (subject to availability). You may be eligible for other hotel discounts. Please see your manager for details.
- **Microsoft Home Use Program** – 30% discount on annual subscription of Microsoft 365 personal or Microsoft 365 Family for use on personal devices
- **Dell Discount** – exclusive offers and special savings on select Dell products

For full details, please visit CORE, at <http://core.csmcorp.net>, navigate to Human Resources - Benefits then Other Benefit Perks or Associate Discounts.