

CBRE BENEFITS GUIDE 2023

CBRE BENEFITS GUIDE 2023 IS A COMPREHENSIVE RESOURCE FOR EMPLOYEES AND PROSPECTIVE HIRES TO UNDERSTAND THE VARIOUS BENEFITS OFFERED BY CBRE GROUP, INC., A GLOBAL LEADER IN COMMERCIAL REAL ESTATE SERVICES. IN THIS GUIDE, WE WILL DELVE INTO THE MYRIAD OF BENEFITS AVAILABLE TO EMPLOYEES, HIGHLIGHTING THE KEY FEATURES, ELIGIBILITY CRITERIA, AND HOW THESE BENEFITS CONTRIBUTE TO OVERALL EMPLOYEE SATISFACTION AND WELL-BEING.

OVERVIEW OF CBRE

CBRE (COLDWELL BANKER RICHARD ELLIS) IS A LEADING GLOBAL PROVIDER OF COMMERCIAL REAL ESTATE SERVICES. IT OPERATES IN OVER 100 COUNTRIES, PROVIDING A RANGE OF SERVICES INCLUDING PROPERTY MANAGEMENT, LEASING, INVESTMENT SALES, AND PROJECT MANAGEMENT. THE COMPANY PRIDES ITSELF ON ITS COMMITMENT TO EMPLOYEE SATISFACTION, AND THE BENEFITS PACKAGE IS A CRUCIAL ASPECT OF THIS COMMITMENT.

UNDERSTANDING THE BENEFITS PACKAGE

THE CBRE BENEFITS GUIDE FOR 2023 IS DESIGNED TO ENSURE THAT EMPLOYEES ARE WELL-INFORMED ABOUT THEIR OPTIONS. THE BENEFITS PACKAGE TYPICALLY INCLUDES HEALTH AND WELLNESS PROGRAMS, RETIREMENT PLANS, PAID TIME OFF, AND VARIOUS OTHER PERKS.

HEALTH AND WELLNESS BENEFITS

CBRE RECOGNIZES THE IMPORTANCE OF HEALTH AND WELLNESS FOR ITS EMPLOYEES. THE HEALTH AND WELLNESS BENEFITS INCLUDE:

- **MEDICAL INSURANCE:** COMPREHENSIVE HEALTHCARE COVERAGE THAT INCLUDES MEDICAL, DENTAL, AND VISION PLANS.
- **WELLNESS PROGRAMS:** INITIATIVES AIMED AT PROMOTING A HEALTHY LIFESTYLE, INCLUDING FITNESS REIMBURSEMENTS AND HEALTH SCREENINGS.
- **MENTAL HEALTH SUPPORT:** ACCESS TO COUNSELING SERVICES AND MENTAL HEALTH RESOURCES TO SUPPORT OVERALL WELL-BEING.
- **HEALTH SAVINGS ACCOUNTS (HSAs):** EMPLOYEES CAN SET ASIDE PRE-TAX DOLLARS FOR QUALIFIED MEDICAL EXPENSES, ENHANCING THEIR FINANCIAL FLEXIBILITY.

RETIREMENT PLANS

PLANNING FOR THE FUTURE IS ESSENTIAL, AND CBRE OFFERS SEVERAL RETIREMENT OPTIONS:

- **401(k) PLAN:** EMPLOYEES CAN CONTRIBUTE TO THE COMPANY-SPONSORED 401(k) PLAN WITH A COMPETITIVE COMPANY MATCH TO HELP GROW THEIR RETIREMENT SAVINGS.
- **PENSION PLAN:** SOME EMPLOYEES MAY BE ELIGIBLE FOR A PENSION PLAN, PROVIDING ADDITIONAL FINANCIAL SECURITY IN RETIREMENT.
- **FINANCIAL PLANNING RESOURCES:** ACCESS TO FINANCIAL ADVISORS AND PLANNING RESOURCES TO HELP EMPLOYEES MAKE INFORMED DECISIONS ABOUT THEIR RETIREMENT SAVINGS.

PAID TIME OFF (PTO) AND LEAVE BENEFITS

CBRE UNDERSTANDS THE IMPORTANCE OF WORK-LIFE BALANCE AND OFFERS VARIOUS PAID TIME OFF POLICIES:

- **VACATION DAYS:** EMPLOYEES RECEIVE A GENEROUS AMOUNT OF VACATION DAYS TO RECHARGE AND REFRESH.
- **SICK LEAVE:** PAID SICK LEAVE IS AVAILABLE TO ENSURE EMPLOYEES CAN TAKE CARE OF THEIR HEALTH WITHOUT FINANCIAL STRESS.
- **PARENTAL LEAVE:** CBRE PROVIDES PAID PARENTAL LEAVE FOR BOTH BIRTHING AND NON-BIRTHING PARENTS TO SUPPORT FAMILIES DURING IMPORTANT LIFE EVENTS.
- **HOLIDAYS:** PAID HOLIDAYS INCLUDE TRADITIONAL DAYS OFF SUCH AS NEW YEAR'S DAY, THANKSGIVING, AND MORE.

ADDITIONAL BENEFITS AND PERKS

BEYOND THE STANDARD BENEFITS, CBRE OFFERS SEVERAL ADDITIONAL PERKS THAT ENHANCE THE OVERALL EMPLOYEE EXPERIENCE:

- **EMPLOYEE ASSISTANCE PROGRAM (EAP):** A CONFIDENTIAL PROGRAM THAT PROVIDES SUPPORT FOR PERSONAL ISSUES, WORK-RELATED CHALLENGES, AND LEGAL OR FINANCIAL CONCERNS.
- **PROFESSIONAL DEVELOPMENT OPPORTUNITIES:** ACCESS TO TRAINING, MENTORSHIP PROGRAMS, AND CONTINUING EDUCATION TO FOSTER CAREER GROWTH.
- **EMPLOYEE DISCOUNTS:** DISCOUNTS ON VARIOUS SERVICES AND PRODUCTS, INCLUDING TRAVEL, ENTERTAINMENT, AND FITNESS MEMBERSHIPS.
- **FLEXIBLE WORK ARRANGEMENTS:** OPTIONS FOR REMOTE WORK OR FLEXIBLE SCHEDULES TO HELP EMPLOYEES BALANCE THEIR PERSONAL AND PROFESSIONAL LIVES.

ELIGIBILITY AND ENROLLMENT PROCESS

UNDERSTANDING ELIGIBILITY FOR THE BENEFITS IS CRUCIAL FOR EMPLOYEES. MOST BENEFITS ARE AVAILABLE TO FULL-TIME EMPLOYEES, WHILE PART-TIME EMPLOYEES MAY HAVE LIMITED OPTIONS. THE ENROLLMENT PROCESS TYPICALLY INVOLVES:

1. **INITIAL ENROLLMENT:** NEW EMPLOYEES ARE USUALLY GIVEN A WINDOW OF TIME TO ENROLL IN BENEFITS AFTER THEIR START DATE.
2. **OPEN ENROLLMENT:** AN ANNUAL PERIOD WHEN EMPLOYEES CAN MAKE CHANGES TO THEIR BENEFITS, ADD DEPENDENTS, OR SWITCH PLANS.
3. **LIFE EVENTS:** QUALIFYING LIFE EVENTS (SUCH AS MARRIAGE, DIVORCE, OR THE BIRTH OF A CHILD) ALLOW FOR CHANGES TO BENEFITS OUTSIDE OF THE OPEN ENROLLMENT PERIOD.

CONCLUSION

THE **CBRE BENEFITS GUIDE 2023** IS A VITAL RESOURCE FOR EMPLOYEES LOOKING TO UNDERSTAND THEIR OPTIONS AND MAXIMIZE THEIR BENEFITS. WITH A ROBUST PACKAGE THAT INCLUDES HEALTH AND WELLNESS PROGRAMS, RETIREMENT PLANS, PAID TIME OFF, AND ADDITIONAL PERKS, CBRE DEMONSTRATES ITS COMMITMENT TO SUPPORTING ITS WORKFORCE. BY PROVIDING CLEAR INFORMATION AND RESOURCES, CBRE ENSURES THAT EMPLOYEES CAN TAKE FULL ADVANTAGE OF THE BENEFITS AVAILABLE TO THEM, ULTIMATELY CONTRIBUTING TO A MORE SATISFIED, HEALTHY, AND PRODUCTIVE WORKFORCE.

IN SUMMARY, WHETHER YOU ARE A CURRENT EMPLOYEE OR CONSIDERING A CAREER WITH CBRE, UNDERSTANDING THE BENEFITS PACKAGE IS ESSENTIAL FOR MAKING INFORMED DECISIONS ABOUT YOUR EMPLOYMENT AND OVERALL WELL-BEING.

FREQUENTLY ASKED QUESTIONS

WHAT ARE THE KEY UPDATES IN THE CBRE BENEFITS GUIDE FOR 2023?

THE 2023 CBRE BENEFITS GUIDE FEATURES UPDATES TO HEALTH INSURANCE PLANS, ENHANCED WELLNESS PROGRAMS, AND NEW RETIREMENT SAVINGS OPTIONS.

HOW CAN EMPLOYEES ACCESS THE CBRE BENEFITS GUIDE FOR 2023?

EMPLOYEES CAN ACCESS THE CBRE BENEFITS GUIDE FOR 2023 THROUGH THE COMPANY'S INTERNAL PORTAL OR BY CONTACTING HR FOR A PRINTED COPY.

WHAT WELLNESS INITIATIVES ARE INCLUDED IN THE 2023 CBRE BENEFITS GUIDE?

THE 2023 GUIDE INCLUDES WELLNESS INITIATIVES SUCH AS MENTAL HEALTH SUPPORT, FITNESS REIMBURSEMENTS, AND WELLNESS CHALLENGES.

ARE THERE ANY NEW RETIREMENT SAVINGS PLANS INTRODUCED IN THE 2023 CBRE BENEFITS GUIDE?

YES, THE 2023 GUIDE INTRODUCES A NEW 401(k) MATCHING PROGRAM THAT AIMS TO ENHANCE EMPLOYEE RETIREMENT SAVINGS.

WHAT KIND OF HEALTH INSURANCE OPTIONS ARE AVAILABLE IN THE 2023 CBRE BENEFITS GUIDE?

THE 2023 CBRE BENEFITS GUIDE OFFERS A VARIETY OF HEALTH INSURANCE OPTIONS INCLUDING PPO, HMO, AND HIGH-DEDUCTIBLE HEALTH PLANS.

IS THERE AN EMPHASIS ON REMOTE WORK BENEFITS IN THE 2023 CBRE BENEFITS GUIDE?

YES, THE 2023 GUIDE HIGHLIGHTS REMOTE WORK BENEFITS SUCH AS HOME OFFICE STIPENDS AND FLEXIBLE WORK ARRANGEMENTS.

WHAT SUPPORT DOES CBRE PROVIDE FOR MENTAL HEALTH IN THE 2023 BENEFITS GUIDE?

THE 2023 BENEFITS GUIDE INCLUDES ACCESS TO COUNSELING SERVICES, MENTAL HEALTH DAYS, AND AN EMPLOYEE ASSISTANCE PROGRAM (EAP).

HOW HAS CBRE UPDATED ITS FAMILY LEAVE POLICIES IN THE 2023 BENEFITS GUIDE?

CBRE HAS EXPANDED ITS FAMILY LEAVE POLICIES TO INCLUDE MORE GENEROUS PARENTAL LEAVE AND CAREGIVER LEAVE OPTIONS IN THE 2023 GUIDE.

WHAT RESOURCES ARE AVAILABLE FOR EMPLOYEES LOOKING TO UNDERSTAND THEIR BENEFITS IN 2023?

EMPLOYEES CAN ATTEND INFORMATIONAL WEBINARS, ACCESS ONLINE RESOURCES, OR SCHEDULE ONE-ON-ONE CONSULTATIONS WITH HR FOR ASSISTANCE.

HOW DOES THE 2023 CBRE BENEFITS GUIDE ADDRESS DIVERSITY AND INCLUSION?

THE 2023 GUIDE EMPHASIZES DIVERSITY AND INCLUSION BY OFFERING BENEFITS THAT SUPPORT VARIOUS FAMILY STRUCTURES AND CULTURAL BACKGROUNDS.

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