



# Benefits Snapshot 2025

## HEALTH & WELLNESS

**Cigna Open Access Plus** APOGEE pays a significant portion of employee monthly premium.

Premium Costs	Monthly	Bi-Weekly
Employee	\$150.00	\$69.23
Employee + Spouse	\$250.00	\$115.38
Employee + Child(ren)	\$250.00	\$115.38
Employee + Family	\$300.00	\$138.46

**Cigna Health Savings Account** APOGEE will contribute up to **\$3,000** to each employee enrolled in the medical plan  
**Guardian Dental Network** APOGEE paid  
**Guardian Vision** APOGEE paid  
**Guardian Long-Term Disability & Short-Term Disability** APOGEE paid  
**Guardian Life Insurance** APOGEE paid (2x gross salary)

## APOGEE RETIREMENT & SAVINGS

**Fidelity 401(k) Employee** Contribute up to **30%** of wages each pay period on a pre-tax basis, up to **\$23,500** annually.  
**Fidelity 401(k) APOGEE** Company matches **100%** of employee contributions up to **5%** of gross salary.  
**Fidelity Profit Sharing** Company contributes **5%** of gross salary.

APOGEE contributions vested over three-years (33.3%/year). 401(k) & Profit Sharing are subject to initial eligibility and IRS ERISA rules.

## TIME OFF\*

**Fixed Holidays** **8** **New Year’s Day, Presidents’ Day, Memorial Day, Juneteenth, July 4<sup>th</sup>, Labor Day, Thanksgiving, Christmas Day**  
**Floating Holidays** **4** **2** allocated on January 1<sup>st</sup> and **2** on July 1st.  
**Personal Time Off (PTO)** **24** Based on company employment tenure.

- 2 years – **18 Days** (144 hours) Accrues ~5.54 hours/pay period
- 4 years – **20 Days** (160 hours) Accrues ~6.15 hours/pay period
- 6 years – **22 Days** (176 hours) Accrues ~6.77 hours/pay period
- 8 years – **24 Days** (192 hours) Accrues ~7.38 hours/pay period

PTO and Floating Holidays may be prorated based on start date or work schedule.

## PROFESSIONAL DEVELOPMENT ASSISTANCE (PDA)

APOGEE provides all staff with financial assistance towards approved continuing education tuition, training, certs, conferences and for the materials, software, and books. The annual non-taxable cap is **\$5,250**.

## MOBILITY BONUS

APOGEE provides a **\$1000** Mobility Bonus for Internet and Cellphone services to ensure access to corporate systems and keep current with your colleagues, clients, and APOGEE announcements. Paid out \$250/quarter.

## DEPENDENT CARE FLEXIBLE SPENDING ACCOUNT (FSA)

Employees can contribute **\$5000** pre-tax dollars to cover eligible work-related dependent care expenses for qualified dependents.

## NEW EMPLOYEE REFERRAL BONUS

APOGEE encourages referrals from employees and external sources through a referral bonus program. A referrer will receive a bonus for each referral that is hired and employed for 120 days. Referral bonuses vary based on the specific position.

## CHARITABLE MATCHING GIFTS

APOGEE matches up to **\$250** of employee contributions to qualifying 501(c)(3) charities and organizations.

## VOLUNTARY BENEFITS

**Guardian Accident Insurance** Discounted insurance to protect from unexpected medical costs.  
**Guardian Supplemental Life Insurance** Discounted insurance to secure your financial future.