



# Benefits Snapshot 2020

## HEALTH & WELLNESS

### Cigna Open Access Plus

APOGEE pays a significant portion of employee monthly premium.

Premium Costs	Monthly	Bi-Weekly
Employee	\$100.00	\$46.15
Employee + Spouse	\$160.00	\$73.85
Employee + Child(ren)	\$160.00	\$73.85
Employee + Family	\$240.00	\$110.77

Cigna Health Savings Account	APOGEE funds up to <b>\$1,400</b> /employee and <b>\$2,800</b> /employees+ per plan year.
Guardian Dental Network	APOGEE paid
Guardian Vision	APOGEE paid
Guardian Long-Term Disability	APOGEE paid
Guardian Short-Term Disability	APOGEE paid
Guardian Life Insurance	APOGEE paid (2x gross salary)

## APOGEE RETIREMENT & SAVINGS

Fidelity 401(k) Employee	Contribute up to <b>30%</b> of wages each pay period on a pre-tax basis, up to <b>\$19,500</b> annually.
Fidelity 401(k) APOGEE	Company matches <b>100%</b> of employee contributions up to <b>10%</b> of gross salary.

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

## TIME OFF

Fixed Holidays	<b>7</b>	<b>New Year's Day, Presidents' Day, Memorial Day, July 4<sup>th</sup>, Labor Day, Thanksgiving, Christmas Day</b>
Floating Holidays	<b>4</b>	<b>2</b> allocated on January 1 <sup>st</sup> and <b>2</b> on July 1 <sup>st</sup> .
Personal Time Off (PTO)	<b>20</b>	Based on company employment tenure.
		<ul style="list-style-type: none"> <li>&lt; 3 years – <b>15 Days</b> (120 hours)      Accrues ~4.62 hours/pay period</li> <li>&gt;= 3 years – <b>18 Days</b> (144 hours)      Accrues ~5.54 hours/pay period</li> <li>&gt;= 5 years – <b>20 Days</b> (160 hours)      Accrues ~6.15 hours/pay period</li> </ul>

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

Veterinary Pet Insurance (VPI)	Discounted insurance to cover pet medical and preventative care.
Guardian Accident Insurance	Discounted insurance to protect from unexpected medical costs.
Guardian Critical Illness Insurance	Discounted insurance to complement your medical insurance.
Guardian Supplemental Life Insurance	Discounted insurance to secure your financial future.