



2022 **Benefits at a Glance**

MEDICAL, DENTAL, VISION PLANS

Medical: Coverage for employee and qualifying dependents (including domestic partners). Eligible upon hire. Aera offers Anthem HIP with HSA, Anthem EPO, and Kaiser (HMO). Vision is included in all plans. Full-time employees will pay 20% of the premium, part-time 30% or 40% based on scheduled hours (through payroll deductions) and the Company will pay the remaining percentage on your behalf.

Dental: Coverage for employee and qualifying dependents (including domestic partners). Eligible upon hire. Aera offers MetLife (PDP). Full-time employees will pay 20% of the premium, part-time 30% or 40% based on scheduled hours (through payroll deductions) and the Company will pay the remaining percentage on your behalf.

DISABILITY BENEFITS

Short Term Disability/Sick Leave (STD):

For non-occupational illness/accident, graduated scale based on years of service ranging from 40 hours (first year of employment) to 520 hours of full pay benefits. For occupational illness/accident, 26 weeks of full pay and 26 weeks of half pay. No cost to the employee.

State Disability Insurance (SDI):

Additional salary continuation and paid family leave benefits are available to employees who are California residents. Employee pays 100% of the cost through payroll tax; state mandated.

Long Term Disability (LTD):

Coverage provides up to 60% of base pay after 1 year of disability. Employee pays 100% of the cost.

LIFE INSURANCE

Basic Life Insurance:

Coverage for 2 times the employee's annual base pay rounded to the nearest \$1,000. No cost to the employee.

Supplemental Life Insurance:

Additional coverage for the employee - up to 6 times annual base pay. Employee pays 100% of the cost.

Accidental Death & Dismemberment (AD&D) Insurance:

Coverage providing up to \$250,000 to employee or beneficiary for death or dismemberment as a result of an accident on or off the job. No cost to the employee.

Voluntary Accidental Death & Dismemberment (AD&D) Insurance:

Additional coverage for the employee – up to 6 times annual base pay. Employee pays 100% of the cost.

Spouse Life: Coverage minimum \$10,000 up to maximum of \$150,000. Employee can purchase in increments of \$10,000. Employee pays 100% of the cost.

Child Life: Coverage of \$5,000 or \$10,000. Employee pays 100% of the cost.

BALANCING WORK and PERSONAL LIFE

Vacation: 4 weeks (160 hours) per year. After 20 years of service, 5 weeks (200 hours), and after 30 years of service, 6 weeks (240 hours). Union-represented employees are on a graduated scale based on years of service beginning with 3 weeks (120 hours) per year up to 6 weeks (240 hours) per year. Unused vacation is cashed out and/or rolled over after year end.

Holidays: 10 paid holidays per year, 8 are designated – 2 are elective.

Flexible Work Schedules:

Variety of weekly schedules such as regular 8 hour work days M-F, or "9/80" schedule (9 hour work days M-Th, with every other Friday an 8 hour work day or day off). Most staff employees have the option of daily start times between 6:30am and 8:00am.

Part-Time Schedules:

Part-time schedules may be allowed, subject to supervisory approval, to accommodate employee's personal needs. There is impact to some benefits.

RETIREMENT PLANNING

Savings Plan 401(k):

Eligible upon hire. All eligible employees receive 2% Company Contribution always. To receive an additional 4% Company Match, employee must contribute a minimum of 2%. After 9 years of service, to receive 8% Company Match, employee must contribute 4% minimum. Subject to IRS limitations, employee may contribute up to 25% of pay (through payroll deductions) in pre-tax, after-tax, and/or Roth after-tax contributions. Investments are directed into your choice of investment options with Fidelity. The Plan accepts qualified rollover contributions.

Cash Balance (Pension) Plan:

Eligible upon hire. Company contributes 5-13% (based on age and pensionable earnings). Participant is vested in (earns a right to) the Cash Balance Plan after 3 years of service. Benefit is payable as a lump sum or annuity. Employee does not contribute to this Plan.

Retiree Health Account Plan:

Company-paid benefit that helps reimburse retiree-eligible employees (and their eligible dependents) for health plan related premiums once you are no longer employed and have reached age 65 or older. Contribution credits are granted to all eligible employees 35 years and older on an annual basis. Enrollment is automatic.

Health Savings Account Plan:

An HSA combines high deductible health insurance with a tax favored savings account. Money in the savings account can help pay the deductible or you can invest for retirement savings, similar to a 401k account. Money's are pre-tax, tax free on gains and distributions if used on medical expenses. Unlike the FSA, the money is yours to keep and rolls over from year to year.

OTHER BENEFITS

Flexible Spending Accounts:

Up to the IRS limits for Dependent Care Spending Account and or Health Care Spending Account may be contributed by employee on a pre-tax basis to pay for dependent care or un-reimbursed medical costs. The health care spending account may not be used with the HIP/HSA plans, however dependent care can. Contributions must be used within a certain time period or they are forfeited.

Employee Assistance Program:

Confidential resource and referral program designed for employee and members of their household to balance challenges of home, work, and personal life. No cost to employee.

Educational Reimbursement:

Reimbursement of up to \$8,000/year (undergraduate) and up to \$12,000/year (graduate) for qualifying coursework.

Discounted Programs:

Liberty Mutual or Travelers. You pick which is best for you. Enrollment is directly with Liberty Mutual or Travelers – not through Aera. IDnotify, theft protection and Nationwide pet insurance, through Fidelity.

Employee Club:

Club Aera schedules many social/recreational activities and sells Aera logo merchandise. Located in the Oaks building. Membership is automatic and at no cost.

Aera Gym:

Aera offers a gym for employees. Access for family members available on weekends and after 6pm weekdays (stipulations apply). We are also proud to provide all employees our Wellbeing program, which offers you tools and resources to understand and improve your physical health, financial health and fitness. This program is free of charge.