Employee Benefits
As an employee of the American Academy of Pediatrics (AAP), we hope you recognize the importance of your work on behalf of the nation's children. You help play a critical role in providing our members and volunteers with the tools and assistance they need to ensure all children receive the highest quality care.

As we strive to achieve this mission, the AAP firmly recognizes that its employees are one of its most important and valuable resources. In an effort to assist you with your work, we have tried to design an employee benefit program that addresses both your professional and personal needs. This extensive and comprehensive program provides eligible employees with a broad range of benefits. It is our sincere hope that these benefits provide you with some of the security and balance you need to support the AAP mission and our most enduring legacy, the children.
## 2023 Full-Time Insurance Costs

<table>
<thead>
<tr>
<th></th>
<th>Cost per pay</th>
<th></th>
<th>Cost per pay</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Health Insurance</strong></td>
<td></td>
<td><strong>Dental Insurance</strong></td>
<td></td>
</tr>
<tr>
<td>Family Coverage (HMO):</td>
<td></td>
<td>Family Coverage (HMO):</td>
<td>$3.01</td>
</tr>
<tr>
<td>• Salary under - $60,000</td>
<td>$25.13</td>
<td>• Single Coverage (PPO):</td>
<td>$5.27</td>
</tr>
<tr>
<td>• $60,001 - $80,000</td>
<td>$104.42</td>
<td>• Family Coverage (PPO):</td>
<td>$14.63</td>
</tr>
<tr>
<td>• $80,001 - $100,000</td>
<td>$120.59</td>
<td>• Single Vision</td>
<td>$2.24</td>
</tr>
<tr>
<td>• $100,001 - $170,000</td>
<td>$139.99</td>
<td>• Family Vision</td>
<td>$6.48</td>
</tr>
<tr>
<td>• $170,001 and over</td>
<td>$160.03</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>$179.43</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Single Coverage (PPO):</td>
<td>$41.92</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Family Coverage (PPO):</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Salary under - $60,000</td>
<td>$156.34</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• $60,001 - $80,000</td>
<td>$180.55</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• $80,001 - $100,000</td>
<td>$209.59</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• $100,001 - $170,000</td>
<td>$239.60</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• $170,001 and over</td>
<td>$268.64</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Insurance costs for part-time employees is reflective of the employee's full-time equivalency (FTE).
Health Insurance

- Effective 1st full day of employment
- Offer same sex and opposite sex domestic partner coverage.
- Directory available online
- www.bcbsil.com

BlueCross BlueShield of Illinois
BCBS HMO Illinois

- Select Primary Care Physician (PCP) from online physician directory
- PCP in HMO acts as a “gatekeeper”
- Specialist services require a referral from your PCP
- No deductible
- Most services covered at 100% after co-pay
- $20 co-pay for regular physician office visit
- $40 co-pay for specialist
BCBS PPO

- Freedom to go to any doctor (internist, specialist) without referral
- Deductible ($500 individual, $1,000 aggregate family)
- Out-of-pocket expense limit ($1,700 individual, $3,400 family)
  - Includes medical co-pays, prescription co-pays, & deductibles
- Physician office visit $20 co-pay then covered at 100%
- Specialist office visit $30 co-pay then covered at 100%
- Hospital admission deductible $250
- Most services covered at 100% after deductible or co-pay
- Other covered services (ex. private duty nursing, ambulance services, nutritionist and dietician services) covered at 80% after deductible
## Prescription Drugs

<table>
<thead>
<tr>
<th>30 Day Supply</th>
<th>HMO</th>
<th>PPO</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tier 1</td>
<td>$10</td>
<td>$10</td>
</tr>
<tr>
<td>Tier 2</td>
<td>$30</td>
<td>$35</td>
</tr>
<tr>
<td>Tier 3</td>
<td>$50</td>
<td>$50</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>90 Day Supply (Mail Order)</th>
<th>HMO</th>
<th>PPO</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tier 1</td>
<td>$20</td>
<td>$20</td>
</tr>
<tr>
<td>Tier 2</td>
<td>$60</td>
<td>$70</td>
</tr>
<tr>
<td>Tier 3</td>
<td>$100</td>
<td>$100</td>
</tr>
</tbody>
</table>

*CVS not part of pharmacy network*
Optional Waiver Benefit

- If full-time employee (includes .8 FTE staff) voluntarily waives health insurance due to coverage under another plan, AAP will provide $100 per month for each full month coverage is waived.
- Payments made in February for preceding calendar year.
Dental Insurance

• Eligible 1st of the month following hire date
• Directory available online
• www.mycigna.com
Cigna Dental HMO

- Select dentist from HMO directory/online
- Specialist services require referral
  - No referral required for pediatric dentist visits
- No deductible
- No annual benefit maximum
- Set co-pay schedule for services
- Orthodontic services available up to age 26- $2,000 co-pay
Cigna Dental
PPO

- Flexibility to see any dental provider
- PPO provider- no deductible, preventative services covered at 100%, basic services covered at 80%, major services covered at 60%
- Deductible for out-of-network provider ($50 individual, $150 for family)
- Out-of-network- preventative services covered at 80% (no deductible), basic services covered at 60%, major services covered at 50%
- Annual benefit maximum (per individual)
  - Year 1: $2,000
  - Increases by $250 (up to $2,750) when you or family members receive any preventative care in one plan year, the annual dollar maximum will increase in the following plan year
- Orthodontic services up to age 26- covered at 50% up to lifetime max of $1,500
Vision Insurance

- Eligible the 1st of the month following hire date
- Directory available online
- www.eyemed.com
EyeMed

• Exam Only
  • Every full-time employee eligible for one eye exam every 12 months from EyeMed provider
    • In-network covered 100%
    • Out-of-network reimbursed up to $40
  • No employee contribution required

• Materials
  • Exam covered in full every 12 months from EyeMed provider
  • Prescription glasses/contact lens care
    • Set co-pay schedule for lenses
    • Frames covered up to $130 every 24 months
  • Family members eligible
  • Out-of-network reimbursement schedule
Flexible Spending Program

- Eligible immediately upon date of hire
- IRS “use it or lose it” restriction
- PayFlex/HealthHub third party administrator
- www.payflex.com
Health Care FSA

• Set aside pre-tax dollars for health care expenses
• Contribute between $200-$3,050 (annual)
• Eligible expense examples:
  o Prescription drug co-pays
  o Dental expenses not covered by insurance
  o Vision expenses not covered by insurance
  o Office visit co-pays
  o Deductibles
• Debit card available with health care account
Dependent Care FSA

• Set aside pre-tax dollars for child care expenses
• Contribute between $200-$5,000 (annual)
• Eligible dependents include:
  o Children under 13 who qualify as dependents on tax return
• Eligible expense examples:
  • Child care
  • Before and after school programs
  • Pre-school
  • Summer day camp
Life Insurance/Accidental Death and Dismemberment (AD&D), & Long-Term Disability

Lincoln Financial Group®
Life Insurance, AD&D, and Long-term Disability

• Eligible immediately upon hire

• Full-time employees: AAP pays basic life and AD&D at 200% base salary, $1,000,000 max

• Optional supplemental life insurance and AD&D
  o Employee life up to $500,000
  o Spouse life up to $500,000
  o Child life- $5,000 or $10,000 options

• Long-term Disability (LTD): Unable to work due to disability, covers 66.67% of salary ($15,000/month max)

• 90-day elimination period must be met to be eligible

• AAP pays 90% of the LTD premium for full-time employees; part-time employees responsible for entire premium
401(k) Retirement Plan

- Securian Retirement Services provider
- Immediate enrollment
- Employee can contribute pre-tax or Roth post-tax
- Employer contributions
  - Academy matches $1 for $1 on the 1st 3%, and an additional $.50 on the $1 on employee deferrals from 4%-6%
  - Discretionary deposit
- 5 year graded vesting schedule- based on 1000 hours per plan year
403(b) Retirement Plan

- Supplemental retirement plan
- Principal Financial Group provider
- Eligible to enroll at any time
- No employer match
- Employee pre-tax deferral, so 100% vested
Paid Time Off
Vacation

<table>
<thead>
<tr>
<th>Number of Vacation Days</th>
<th>Available for Use On</th>
</tr>
</thead>
<tbody>
<tr>
<td>12 (unaccrued)</td>
<td>First of the month following or coinciding with hire date</td>
</tr>
<tr>
<td>12 (1 day accrued per month worked)</td>
<td>First of the month following or coinciding with 1st anniversary of employment</td>
</tr>
<tr>
<td>18 (1.5 days accrued per month worked)</td>
<td>First of the month following or coinciding with 5th anniversary of employment</td>
</tr>
<tr>
<td>24 (2 days accrued per month worked)</td>
<td>First of the month following or coinciding with 10th anniversary of employment</td>
</tr>
</tbody>
</table>

- Officer, Senior Vice President and Vice President level employees in equivalent positions are eligible for 24 days of paid vacation per employment year on the first of the month immediately following or coinciding with their AAP hire date.

- Senior Directors and Directors are eligible for 18 days of paid vacation per employment year on the first of the month immediately following or coinciding with their AAP hire date.
Sick Leave

• Employee or family member (child, stepchild, spouse, domestic partner, parent, sibling, mother-in-law, father-in-law, grandchild, grandparent, or stepparent) personal illness or medical/dental appointments that can not be scheduled after work hours

• Build a sick leave bank of one day a month (P/T Employees based on FTE)

• New employees receive 5 sick leave days the 1st of the month following or coinciding with date of hire

• May use 5 sick leave days as paid personal leave time during each calendar year (January to December)
Short Term Disability and Parental Benefits

• Full-time and part-time employees are eligible

• Short-term disability
  o 7 calendar day accident/illness waiting period
  o 6 weeks at 100% benefit payment (one incident every 12 month rolling year)
  o Certified by physician

• Parental benefits
  o 6 weeks of continuous pay at 100% followed by 6 weeks at 50% pay for FMLA leave associated with the birth of an employee’s child or the placement of a child with an employee in connection with adoption or foster care
  o One parental leave every 12 month rolling period
  o Adoption assistance
    • AAP reimburses eligible employees up to $16,500 per adoption for qualified adoption expenses; up to $20,000 if multiple children are adopted simultaneously (lifetime max $35,000)
2023 Holiday Schedule

During the calendar year 2023, the AAP will observe the following paid holidays:

- Day after New Year’s Day: Monday, January 2, 2023
- Martin Luther King Day: Monday, January 16, 2023
- President’s Day: Monday, February 20, 2023
- Memorial Day: Monday, May 29, 2023
- Juneteenth Day: Monday, June 19, 2023
- Independence Day: Tuesday, July 4, 2023
- Labor Day: Monday, September 4, 2023
- Thanksgiving Day: Thursday, November 23, 2023
- Day after Thanksgiving: Friday, November 24, 2023
- Year-End Holiday: Monday, December 25, 2023 through Monday, January 1, 2024
Additional Benefit Programs
Employee Assistance Programs (EAP)

• Workplace Solutions
  o Consultation resource for employees and managers, legal/financial services

• LifeWorks
  o Financial wellness resources
Health and Wellness

• Health & Wellness Reimbursement
  o 50% reimbursement up to $100 per fiscal year for on-site and off-site health and wellness activities such as health club memberships, exercise classes, wellness mobile apps, nutritional or weight loss programs

• Wellness activities
  o Some on-site activities include challenges, seminars, comfort dogs, meditation, walking club, book club

• Wise@Work mobile app
• On-site exercise classes
• Treadmill desks, desk cycles, and on-site fitness center
• Ping pong table and book exchange
• Wellness rooms
Additional Benefit Programs

• Transit benefit
  o Save on taxes for transit expenses- Chicago Ventra
  o Provide transit account # to HR

• Tuition Reimbursement Program
  o Academy pays 100% tuition, textbooks, and required class fees up to $4,000 per fiscal year

• SoFi financial resources

• 529 College Savings Program
  o Contribute toward higher education expenses through direct deposit
Additional Benefit Programs

- **Working Parents Benefit**
  - Full and part-time employees actively employed for 6 months are eligible
  - Benefit payments up to $750 each calendar year for full-time employees ($375 for part-time) upon submission of qualified child care receipts

- **Lactation Program**
  - Classes offered 4 times each year, webinars, prenatal and postpartum counseling
  - Free pump rental up to 21 days
  - Return to work consult
  - Travel reimbursement for milk transportation
  - Use of AAP lactation suite
    - Visitors obtain key from HR
Additional Benefit Programs

- Flexible Work Hours
- Business Casual Dress
- Nationwide Pet Insurance
- Summer Hours Program
- Compensatory Day Policy
- Onsite Café (Itasca office)
- Business Travel Accident (BTA)
- Employee Service Award Program
- Employee Activities
- Discounts on AAP books and Publications
The AAP reserves the right to revise or cancel any program or policies at any time.