



Apollo's Core Purpose: *To keep and get customers for life by providing a flawless customer experience.*

We can't achieve that without fanatical employees, so Apollo's second core purpose is to Keep & Get the best employees. We believe that requires having the best employee benefits in the business.

Starting in 2016, the great employee benefits already in place will get even better with a new paid time off policy and complimentary care plans for all of Apollo's employees!

- **Improved Paid Time Off Policy**

- 3 days after six months
- 2 weeks after first year
- 3 weeks after five years

- **Two Complimentary Apollo Care Plans**

- One Silver 15 Apollo Care Plan for your personal use
- One Silver 15 Apollo Care Plan to gift to a family member or friend - \$238 Value

We're fanatical about giving you, our employees, the best benefits and we're delivering!

HUMANA PPO WITH OFFICE AND PRESCRIPTION COPAYS

Office Visits (PCP/SCP) \$20/\$45
 Deductible (Single/Family) \$3,000/\$6,000

*Preventative Care Service No copayment/coinsurance
 Services include but are not limited to: Routine Exams, Mammograms, Pelvic Exams, Pap testing, Immunizations.

\$10 / \$35 / \$55 / 25% / 35% COPAY PER PRESCRIPTIONS

EMPLOYEE ONLY	\$41.92 PER PAY PERIOD
EMPLOYEE + 1	\$119.03 PER PAY PERIOD
FAMILY	\$172.17 PER PAY PERIOD

HUMANA HSA

Deductible (Single/Family) \$3,000/\$6,000
 *Preventative Care Services No copayment/coinsurance

Services include but are not limited to: Routine Exams, Mammograms, Pelvic Exams, Pap testing, Immunizations.

All office visits and prescriptions are subject to the deductible. Once you meet your deductible your services & prescription drugs are covered with no additional cost.

EMPLOYEE ONLY	\$32.36 PER PAY PERIOD
EMPLOYEE + 1	\$91.14 PER PAY PERIOD
FAMILY	\$131.53 PER PAY PERIOD





DENTAL BENEFITS – DELTA DENTAL

Delta Dental Plan pays 100% or 80% (PPO or Premier Network) for Preventative Services such as teeth cleaning, routine X-Rays, sealants, etc., twice a year.

Delta Dental pays 60% or 50% (PPO or Premier Network) for Basic Services – Periodontal services (gum disease), endodontic services (root canals), minor restorative services (fillings & crowns), oral surgery and bridge/denture/implant relines and repairs.

Delta Dental pays 40% or 30% (PPO or Premier Network) after a 12 month waiting period for Major Services – Crowns, Bridges, Implants, and Dentures.

Delta Dental pays 50% up to \$1,000 (lifetime max) after a 24 month waiting period for Child Orthodontia.

EMPLOYEE ONLY	\$4.26 PER PAY PERIOD
EMPLOYEE & SPOUSE	\$8.28 PER PAY PERIOD
EMPLOYEE & CHILD(REN)	\$11.88 PER PAY PERIOD
FAMILY	\$17.72 PER PAY PERIOD

VISION – ANTHEM BLUE VIEW VISION (EYE MED)

You can receive an Eye exam with Dilation every 12 months for a \$20 copay.

Every 12 months, Anthem will pay up to \$140 for Elective Contact lenses with an additional 15% discount for Non-Disposable Lenses. Medically necessary contacts lenses are covered in full.

Frames are available every 24 months and paid up to \$140 with an additional 20% discount. Lenses are available every 12 months at a \$20 copay; additional copay amounts applying toward elective options.

SINGLE	\$1.70 PER PAY PERIOD
EMPLOYEE & SPOUSE	\$2.98 PER PAY PERIOD
EMPLOYEE & CHILD(REN)	\$3.24 PER PAY PERIOD
FAMILY	\$4.98 PER PAY PERIOD

LIFE INSURANCE BENEFITS - PRINCIPAL

\$15,000 Company paid Life/Accidental Death & Dismemberment Insurance with Life Beneficiaries of your choice.

AFLAC- SHORT TERM DISABILITY

- 3 month benefit period
- Coverage begins on the 8th day of injury and 15th day of illness

AFLAC- PERSONAL ACCIDENT EXPENSE

- Designed to help cover the expenses associated with an accidental injury.

AFLAC- CANCER PROTECTION PLAN

- A Cancer Expense Insurance Policy

AFLAC- PERSONAL SICKNESS INDEMNITY PLAN

- Three levels available
- Pays for Physician visits

AFLAC- RECOVERY/INTENSIVE CARE

- Coverage for Major Health events



401 K PRE-TAX PERSONAL SAVINGS PLAN

- Self directed
- Several funds to choose from
- Eligible after 1 year of service and 21 years of age
- Eligible employees are eligible to participate in the 401(k) on the first of each quarter
- Earnings on your account are not subject to current federal income tax until you take the out of the Plan.
- Apollo makes a safe harbor match of 100% for the first 3% of contribution and 50% for the next 2% of contribution to the Plan.
- “Safe Harbor” contributions are 100% vested in Plan on the day of deposit.

PNC Bank: WorkPlace Banking Program

PNC's bank-at-work program is designed to deliver convenience, value, and added benefits. Apollo employees can choose from traditional checking — Performance checking — or try the integrated experience of Virtual Wallet® with Performance Spend. Either way, you get access to the products you need with all of the great features that help you easily manage your money.

- Promotional offer of \$200 when opening a new checking account with direct deposit
- Open a new PNC Mortgage and get \$300
- Earn \$100 by opening a new PNC Credit Card
- Refer a Co-Worker \$100 per referral up to \$500
- Cincinnati Reds Debit Card



COLLEGE SAVINGS PLAN

- A benefit which allows employees to invest in an IRS Section 529 College Savings Plan through convenient payroll deductions.
- TAX – FREE EARNINGS: MUCH LIKE A ROTH IRA.

REFERRAL FEE - REFERRAL BONUS \$\$\$\$ IN YOUR POCKET

- If you refer anyone and they are hired you will receive a \$250 referral fee after three months

FIELD PERFORMANCE INCENTIVE

- Contest Incentive Programs where trips like Key West, Gatlinburg and much more are awarded
- Monthly Bonus Incentives
- Care plans
- Sold leads
- IAQ items
- Positive customer review

PAID TIME OFF

- 3 days after six months
- 2 weeks after first year
- 3 weeks after five years

HOLIDAYS

- Six paid holidays a year

NEW YEARS DAY	MEMORIAL DAY
FOURTH OF JULY	LABOR DAY
THANKSGIVING	CHRISTMAS DAY

- Paid holidays start after 90 days of continuous employment





DEVELOPMENT

PERSONAL DEVELOPMENT

- 100% Reimbursement for related educational courses
 - Paid training
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VANS PROVIDED

- Full size vans with A/C and AM/FM Stereo Radio
- All gas and maintenance provided
- G.P.S. monitored vans
- May be driven home at night

LIBERAL TOOL POLICY

- Interest free loans for new tools

UNIFORMS

- 5 Short sleeve red polo shirts, 5 navy blue pants, 1 ball cap, 1 knit hat, 2 navy blue sweatshirts/pullover, 1 blue winter coat (if applicable)
- \$5.00 Weekly payroll deduction.

VERIZON SMART PHONES – PROVIDED

- Used as a company tool. These phones provide voice and data.

VERIZON WIRELESS DISCOUNT

- For your own personal cell phone you can sign up for Verizon Wireless and save 15% off your Verizon monthly access fees, and take 25% off eligible accessories



FANATICAL EXTRAS

SPEEDY REWARD CARD

- Gas is on Apollo and you keep the rewards.

ON-CALL CONVENIENCE

- One day every two weeks
- All On Call time is paid at Time and One half. Starts when you leave your home, ending when you return home.

BUSINESS CARDS

- Personalized

COURIER PARTS SERVICE

- Parts and supplies delivered to your van after hours
- Minimizes your drive time

SUPPLIES

- Disposable gloves, shoe protectors, and other safety items provided free of charge