



**PERSONAL DEVELOPMENT**

- 100% Reimbursement for related educational courses
- Paid training



**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, 1 navy blue sweatshirt/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

**SPEEDY REWARD CARD**

- Gas is on Apollo Home and you keep the rewards.

**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

**TWO COMPLIMENTARY APOLLO HOME CARE PLANS**

- One Silver 15 Apollo Home Care Plan for your personal use
- One Silver 15 Apollo Home Care Plan to gift to a family member or friend



**Apollo Home'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 Home's second core purpose is to Keep & Get the best employees. We believe that requires having the best employee benefits in the business.*

**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 PRESCRIPTION

<b>EMPLOYEE ONLY</b>	<b>\$41.92 PER PAY PERIOD</b>
<b>EMPLOYEE + 1</b>	<b>\$119.03 PER PAY PERIOD</b>
<b>FAMILY</b>	<b>\$172.17 PER PAY PERIOD</b>

**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.**

<b>EMPLOYEE ONLY</b>	<b>\$32.36 PER PAY PERIOD</b>
<b>EMPLOYEE + 1</b>	<b>\$91.14 PER PAY PERIOD</b>
<b>FAMILY</b>	<b>\$131.53 PER PAY PERIOD</b>





### 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.

<b>EMPLOYEE ONLY</b>	<b>\$4.26 PER PAY PERIOD</b>
<b>EMPLOYEE &amp; SPOUSE</b>	<b>\$8.28 PER PAY PERIOD</b>
<b>EMPLOYEE &amp; CHILD(REN)</b>	<b>\$11.88 PER PAY PERIOD</b>
<b>FAMILY</b>	<b>\$17.72 PER PAY PERIOD</b>

### 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.

<b>SINGLE</b>	<b>\$1.70 PER PAY PERIOD</b>
<b>EMPLOYEE &amp; SPOUSE</b>	<b>\$2.98 PER PAY PERIOD</b>
<b>EMPLOYEE &amp; CHILD(REN)</b>	<b>\$3.24 PER PAY PERIOD</b>
<b>FAMILY</b>	<b>\$4.98 PER PAY PERIOD</b>

### 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 out of the Plan.
- Apollo Home 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 Home 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 \$1000
- Cincinnati Reds Debit Card

### 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
- Posted Yard Signs

### PAID TIME OFF

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

### HOLIDAYS

- Six paid holidays a year

<b>NEW YEARS DAY</b>	<b>MEMORIAL DAY</b>
<b>FOURTH OF JULY</b>	<b>LABOR DAY</b>
<b>THANKSGIVING</b>	<b>CHRISTMAS DAY</b>

- Paid holidays start after 90 days of continuous employment

### WORK ANNIVERSARIES

- 5-Year: \$200 Open Table Gift Card
- 10-Year: \$500 Drive-Away Weekend
- 15-Year: \$2,000 Trip for 2 Towards Any Destination

