



Why You'll Love Working at



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## Comprehensive Benefits for Work and for Life.

The passion and talent our employees bring to work every day are at the core of our continued success as a company. We are committed to fostering your professional growth, as well as doing everything we can to keep you happy, healthy, and passionate about the work you do. Our competitive and comprehensive benefits package includes health coverage, retirement planning and the flexibility to maintain a healthy work-life balance—including an office-optional policy. In addition, you'll experience perks like lively in-person and virtual events and Summer Friday hours.



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## Health

Our affordable, comprehensive health coverage is available to full-time employees working at least 30 hours per week, as well as the employee's spouse, eligible domestic partner, or dependents up to age 26. These benefits include medical, dental, and vision insurance.

### Group Medical Insurance

AllCampus offers three comprehensive health plan options:

- Traditional Preferred Provider Organization (PPO)
- HSA PPO (High Deductible Health Plan)
- Health Maintenance Organization (HMO)

Each plan covers annual in-network preventive care at 100% and includes prescription drug coverage. Employees who select the HSA PPO may make pre-tax contributions to a Health Savings Account to cover eligible out-of-pocket expenses, such as their deductible and coinsurance.

### Group Dental Insurance

We provide two PPO dental plans. You have a choice of two coverage levels:

- The High PPO Plan covers 100% of preventive and diagnostic services and includes orthodontic coverage.
- The Low PPO Plan covers 90% of preventive and diagnostic services.

### Group Vision Insurance

When you enroll in the vision program, you may see any provider you choose, in- or out-of-network. The program includes affordable copays and discounts on frames, lenses, contact lenses and laser vision correction (LASIK).

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## Life & Disability

We want you and your family to be covered in the short and long term when unexpected issues arise. That's why we're happy to provide disability coverage and life insurance at no cost to you.

### **Short-term Disability**

AllCampus provides 100% company-paid Short-Term Disability (STD) coverage. If you are deemed disabled by a physician, the plan covers 60% of your weekly salary up to \$2,500.

### **Long-term Disability**

Once your short-term coverage ends, and after a 90-day waiting period, our Long-Term Disability (LTD) plan covers 60% of your monthly salary up to \$10,000, at no cost to you.

### **Life and AD&D Insurance**

AllCampus provides 100% company-paid Basic Life Insurance in the amount of \$25,000, and Accidental Death and Dismemberment Insurance (AD&D) in the same amount.

### **Supplemental Life and AD&D Insurance**

You may also purchase supplemental life and AD&D coverage for you and your family.

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## Voluntary Pre-tax Benefits

AllCampus strives to make it easy and affordable for you to set aside money for health care, dependent care and transit expenses. When you contribute money to these spending accounts, you lower your federal and Social Security taxes and increase your take-home pay.

### **Flexible Spending Account (FSA)**

This valuable benefit is available to all eligible employees, regardless of whether you are enrolled in the company insurance plans. The FSA allows you to contribute tax-free dollars to help pay for eligible health care and dependent care expenses.

### **Tax-free Commuter Benefit**

You may also set aside money on a pre-tax basis to pay for parking expenses and monthly public transit passes.



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## Voluntary Post-tax Benefits

AllCampus strives to make it easy and affordable for you to set aside money for voluntary accident and voluntary hospital indemnity as well as pet insurance.

### **Accident and Hospital Indemnity**

Accident and hospital indemnity plans pay a fixed dollar amount to enrolled employees who experience covered events. Accident coverage pays benefits for accidental injuries. Hospital indemnity coverage pays benefits when you are confined to a hospital. Both plans are designed to supplement (not replace) existing medical insurance.

### **Pet Insurance**

Pet insurance is offered through Figo.

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## Planning for the Future

We know the importance of saving for retirement — and we want to help. Our retirement plan, offered through a trusted leader in retirement services, is convenient, flexible and includes employer matching.

### **401(k) Plan**

The AllCampus 401(k) plan enables you to conveniently set aside money for the future. A variety of investment options are available, and you may contribute as much as you would like on a pre-tax basis up to the IRS limits. AllCampus makes a 1% non-elective contribution to all eligible employees' 401(k) accounts regardless of whether the employee contributes to the plan. For employees who do choose to contribute to the plan, AllCampus matches an additional 2% of your salary depending on your elective contribution per payroll period, for a total company contribution of 3% of your salary.



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## Work-life Balance

We encourage our employees to take time away from work when they need it so they feel refreshed and focused when they come back to the office. Our work-life balance benefits include generous paid time off, plenty of holidays, flexible work arrangements and more.

### **Paid Time Off**

Paid Time Off (PTO) allows you time off from work for whatever reason — vacation, personal illness, medical appointments or any other personal business. All regular, full-time employees may accrue up to 18 days of PTO per year. As you continue to work at AllCampus, you may accrue additional PTO, depending on your position and length of service.

### **Paid Holidays**

Our generous holiday schedule is superior to many companies both large and small in our industry. We observe all the major holidays, and we close the office for a few extra days around Christmas and Independence Day. In addition, we observe some holidays that many companies don't, such as President's Day, Martin Luther King Jr. Day and Juneteenth.

### **Flextime**

Under flextime, you may start and end the workday within 60 minutes of normal office hours.

### **Office-optional Policy**

AllCampus has adopted an office-optional work model so employees can choose to work in the office or at home on the schedule that suits them best. You have three options:

- Office-centric: You come into our Chicago office three or more days per week to work at a dedicated desk.
- Hybrid: You come into our Chicago office two or fewer days a week, booking a desk through our reservation system.
- Remote: You work from home all the time unless there's a company need that requires you to come into the office.

If you choose the hybrid or remote option, AllCampus will support your work-from-home setup.

### **Volunteer PTO**

AllCampus encourages our employees to become involved in their communities by volunteering for programs that positively impact quality of life. Our Volunteer PTO policy allows you to take up to two additional PTO days each year to participate in approved volunteer programs.

### **Summer Friday Hours**

Every Friday between Memorial Day and Labor Day, you are allowed to leave in the early afternoon — and get paid for the full day.



### **Paid Family Leave (FM)**

AllCampus employees are eligible for up to 12 weeks of leave as set out by the Family and Medical Leave Act (FMLA). The first two weeks of leave are employer-paid, and you have the option of taking up to 10 additional weeks without pay. Leave circumstances include, but are not limited to: maternity leave, paternity leave, adoption of a child or to care for your own serious medical condition or that of an immediate family member as defined in the FMLA.

### **Bereavement Leave**

We understand that you may need time away from work because of a death in the family. AllCampus offers paid bereavement days in the event of an immediate family member's death.

### **Employee Assistance Program (EAP)**

AllCampus provides 100% company-paid confidential assistance to help you manage your time, job, stress, finances, relationships and more. The 24/7 program offers practical solutions, information, support, free booklets, audiotapes, tip sheets and referrals to resources.

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## **Professional Development**

We believe that investments in our employees' careers are investments in our future as an organization. We are proud to offer substantial discounts and reimbursements to help develop your professional skills.

### **Employee Tuition Discount Program**

Under our Employee Tuition Discount Program, you and your family members can receive tuition discounts for AllCampus partner-managed programs.

### **Professional Development Program**

Our employees' professional development is vital to our success. If you enroll in courses or other training to increase your skills and enhance your career, you may be reimbursed up to \$1,000 annually for your expenses, up to \$3,000 to use towards for-credit programs.

### **Professional Development PTO**

AllCampus encourages our employees to pursue professional development opportunities that positively impact quality of life. Our Professional Development PTO policy allows you to take one PTO day each year to participate in approved professional development opportunities.



## Other Great Perks

We also offer our employees perks to keep them happy, healthy and excited to work at AllCampus.

### **Fitness Center**

The AllCampus office building features a state-of-the-art fitness center that employees may join for free!

### **Mothering Room**

A mothering room offers privacy for new moms.

### **Community Building**

AllCampus employees recognize and celebrate diversity through our Employee Resource Groups (ERGs). Strength in She, Unity in We, All is Well and Rainbow Campus ERGs provide a safe place for sharing ideas as well as mentorship opportunities and guidance on issues important to underrepresented communities. Our AC Cares charitable team leads volunteer initiatives and charitable giving opportunities in our community.

### **Summer Fun Fest**

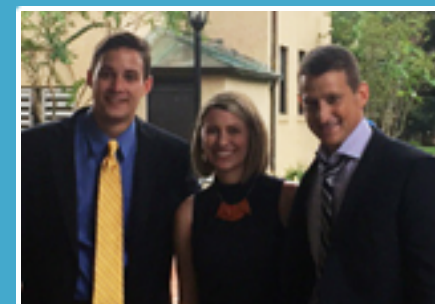
Once a year, everyone at AllCampus leaves the office during the workday to eat, drink, compete and enjoy each other's company. Previous events have been held at arcade bars, river boats, the beach and more!

### **Holiday Parties and Happy Hours**

Our holiday parties and happy hours aren't your standard office gatherings with cookies, punch, and a few decorations. Venues have ranged from downtown bars to art galleries, and there are always plenty of games, drinks, and food to keep everyone in the holiday spirit!

### **Virtual Events**

Under our office-optional policy, we want to ensure that all employees are included in our community, whether they come to the office every week or work remotely. You can get to know everyone at AllCampus through a variety of optional virtual meet-ups and events featuring games, music, collaborative activities and conversation.





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This document is intended to be a summary of the benefits available to AllCampus employees. Some benefit plans and programs described here apply only to eligible, full-time employees. AllCampus reserves the right to modify, supplement, amend, delete or otherwise change any policy, practice, procedure, benefit or working condition at any time without a revision to this summary or written notice.