



AMERICAN ACADEMY OF ORTHOPAEDIC SURGEONS

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Total Staff Rewards

2020

Summary of Benefits

Health Care

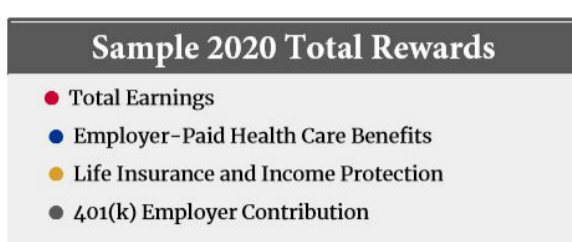
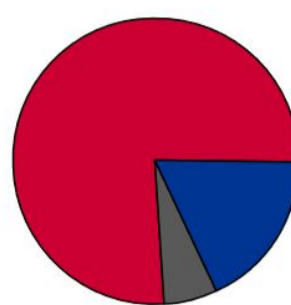
Medical/Dental/Vision

Income Protection

Long Term Disability
Basic Life Insurance
Spouse and/or Child(ren) Life Insurance
Basic AD&D Insurance

Retirement Savings

401(k) Employer Contribution



Paid Time Off Benefits



Paid Time Off Benefits

As of 01/01/2020, AAOS offers paid time off to eligible employees on an annual basis as outlined below.

TYPE	Holidays	Vacation	Sick	Floating Holidays	Total
DAYS	13.00	20.00	10.00	2.00	45.00

Additional Paid Time Off: Employees are also able to take paid time off for bereavement, jury duty, military leave and to vote.



Health Care Benefits



Flexible Spending Accounts: AAOS offers employees the opportunity to set aside pre-tax money through payroll deductions for eligible healthcare and dependent care expenses for themselves and their family members.

Healthcare Opt-Out Payment: An employee who chooses not to enroll him/herself and/or qualified dependents in our healthcare plan may receive an incentive opt-out payment, to be determined each plan year. Payments are split in two - in the beginning of the year and mid-year.

Employee Assistance Program: AAOS offers the LifeWorks program to employees and their family members, providing free and confidential assistance in a variety of areas and circumstances, including but not limited to wellness, financial and legal.



Fitness Reimbursement: In addition to AAOS reimbursing fitness expenses up to a maximum of \$200 per calendar year, the Rosemont office also offers a complimentary fitness center and weekly fitness classes. The fitness center is available to employees 24/7.

Retirement and Savings Benefits



401(k) Plan: Through the 401(k) Plan, you and AAOs work as partners to help build your financial security for retirement. AAOS currently contributes the equivalent of 10% of eligible employee's salary on a quarterly basis. Employees may also contribute up to the IRS limit.



Staff Development

Tuition Assistance: The Academy encourages a growth mindset and as a result, is dedicated to your learning and professional development. One of the ways we do this is by offering you tuition reimbursement for coursework towards a degree program.

The Academy also offers staff the opportunity to participate in non-degree seeking development activities.

Life Insurance and Income Protection Benefits



Disability: At no cost to you, AAOS provides disability coverage to help provide a source of income if you become disabled and are unable to work, including Short-Term Disability and Long-Term Disability. Please see below for a summary of these benefit offerings and the disability policies for a complete explanation of the plans.

Basic Life and AD&D Insurance: Also at no cost to you, AAOS provides basic life and accidental death and dismemberment (AD&D) insurance coverage to all eligible employees at 200% of their annual salary, up to a maximum of \$400,000. Basic life coverage is also provided for an employee's spouse and for dependent children.

Voluntary Supplemental Insurance: You may choose to purchase additional life insurance, accidental death and dismemberment (AD&D) insurance and long-term care insurance for yourself and your eligible family members.

Travel Insurance: Business travel accident insurance is provided by the company at no cost to you.



More Valuable Benefits and Perks

Association & Professional Memberships / Company Parties & Social Gatherings / Computer Buyback Program / Conferences & Seminars / Credit Union / Employee Discount Program / Employee Referral Bonus / Flexible Scheduling & Telecommuting Options / Flu Shots / Complimentary Coffee & Tea / Onsite Parking / Identity Theft Protection / Leadership & Staff Development Training / Service Awards / Smart Casual Dress / Standing Desks / Wellness Programs