

# BEZOS ACADEMY

## Benefits Overview

Our goal is to provide inclusive, high-quality benefits that contribute to the health and well-being of employees and their families. All employees who work at least 25 hours a week are eligible for the following benefits.



### Medical, Dental & Vision Benefits

#### Overall

You are eligible for nationwide medical, dental, and vision coverage on your first day of employment. Coverage is partially paid by Bezos Academy (90% of your premium and 80% of your dependents'), and all plans cover in- and out-of-network providers. Our benefit renewal is January 1 each year. The information you see listed below is for the current plan year, ending on December 31, 2024.

#### Dental

Administered via Delta Dental, our dental plan is a PPO plan. The plan covers preventative care at 100% with basic coverage at 80% and major dental work at 50%. For all services outside of preventative care, a deductible is included (\$50/individual & \$150/family). The plan includes orthodontics, covering 50% of expenses up to \$1,000 (lifetime max) for each eligible dependent under 25 on the plan.

#### Medical

Administered via Premera Blue Cross, our medical plan is a Preferred Provider Organization (PPO). The plan has deductibles for both in-network (\$500/individual & \$1,000/family) and out-of-network (\$1,000/individual & \$2,000/family). The out-of-pocket max of the plan for in-network is \$2,000 for an individual and \$4,000 for a family. The co-pays for doctor visits and other services vary based on the type of service, with a primary care and specialist visit costing \$25. The plan includes access to virtual care through [Doctors on Demand](#) and [Talkspace](#).

#### Vision

Administered via VSP Signature, the plan includes annual exams, new frames every 12 months, and lenses/contact lenses.

#### Your Monthly Cost

Benefit	Employee	Employee & Spouse/Partner	Employee, Spouse/Partner & Child(ren)	Employee & Child(ren)
Medical	\$71.35	\$249.71	\$356.73	\$178.36
Dental	\$4.98	\$15.79	\$30.65	\$19.86
Vision	\$0.76	\$1.66	\$3.24	\$1.72



## Additional Benefits

### Retirement Plan

Administered via [Principal](#), you are eligible to enroll in the 401(k) plan on your first day of employment. Bezos Academy will match every dollar you contribute up to 4% of your earned compensation and you are 100% vested immediately upon enrollment.

### Short & Long Term Disability

This coverage protects your income if you are out of work due to an illness for a period of time. It provides you 60% of your income up to a maximum benefit. Bezos Academy pays the premium for both forms of insurance.

### Flexible Spending Accounts (FSA)

Dependent Care and Health Care FSAs are accounts you contribute to through pre-tax payroll deductions. These funds can be used for your out-of-pocket dependent care and health care eligible expenses. It is administered via Navia and limit amounts are set by the IRS on an annual basis.

*Bezos Academy contributes up to \$2,500 towards your FSA Dependent Care election.*

### Life Insurance

Coverage (100% of your salary up to \$115,000) begins on the first day of employment for eligible employees and is paid for by Bezos Academy.



## Work Life

### Paid Time Off

We believe in giving employees the paid time off needed to refresh and recoup. All time will be available to you when you start and calculated based on a prorated basis aligned with your start date.

- School-Based Staff:
  - Scheduled Breaks: 22 days
  - Vacation: 7 days
  - Personal time: 3 days
  - Care time: 7 days
  - Company Holidays: 10 days
- National Support Staff:
  - Vacation: 15 days (20 days after 3 years)
  - Winter Break: 5 days
  - Personal time: 4 days
  - Care time: 7 days
  - Company Holidays: 9 days

### Parental Leave

Bezos Academy provides delivering parents 12 weeks of 100% paid leave and an additional 4 pre-partum if medically necessary. For non-delivering and adoptive parents, employees are eligible for 6 weeks of 100% paid leave. You are eligible to take advantage of this leave upon your start date.

### Employee Assistance Plan (EAP)

The EAP through GuidanceResources is a no-cost benefit available to employees and their dependents, providing confidential support, resources, and information to get through life's challenges.

### Tuition Reimbursement

We provide Tuition Reimbursement to our employees up to \$2,500 a year for accredited courses that are relevant to their role.

### Care.com

Bezos Academy provides employees access to a premium membership to the care.com platform. This supports you with finding childcare, senior caregivers, pet sitters and more. We also provide employees with three backup care days a year for when the unexpected happens.

### Headspace

Bezos Academy provides employees access to an annual subscription of the full platform. This includes 1,000+ hours of guided exercises, videos, and inspiration.

This document does not constitute a guarantee of any coverage or benefits and does not replace summary plan descriptions, official documents about the benefit plans, or other special agreements. If there is a difference between this document and the official plan documents or policies, those documents will prevail.