

we serve



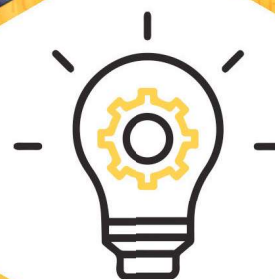
we engage



we innovate



we care



ASU Enterprise Partners

Employee benefits

2026-2027



At ASU Enterprise Partners, our people come first.

Our employees are our greatest asset, and we strive to be the employer of choice for highly talented individuals. To ensure you can thrive and pursue your best life, we've created an award-winning company culture that prioritizes health, well-being, and work-life balance.

A foundational aspect of that culture is a comprehensive benefits package designed to serve your physical, mental, emotional, and professional needs across all life stages and circumstances. This benefits guide provides a summary of those benefits. We hope these benefits help you lead your best life at ASU Enterprise Partners.

Who is eligible

- All regular, active, full-time employees working 32 hours or more per week for ASU Enterprise Partners and affiliates.
- Eligible dependents may also participate. Eligible dependents are your spouse and dependent children up to age 26.
- Domestic partners are eligible for medical, dental, and vision benefits. A declaration form must be completed and on file with the Payroll and Benefits department.



Making careful choices

The annual enrollment period is the only time you can change benefit plans or add/drop dependents during a plan year, unless you have a qualified family status change. Such changes include birth, death, marriage, divorce, adoption, ineligibility of a dependent, or an unpaid leave of absence by you or your spouse because of your spouse's employment. So please choose your benefits carefully.

Your benefit choices

ASU Enterprise Partners provides a wide variety of benefits. Some are provided automatically at no cost to you. Other benefits are available if you choose them. Check the guide below to see which benefits you need to make a successful program designed just for you.

Benefit	Benefit eligibility date	Who pays for the cost
Medical coverage	1st of the month following date of hire	Employer / Employee
Dental coverage	1st of the month following date of hire	Employer / Employee
Vision coverage	1st of the month following date of hire	Employer / Employee
Flexible spending accounts		
Healthcare	1st of the month following date of hire	Employee
Dependent care	1st of the month following date of hire	Employee
Basic life	1st of the month following date of hire	Employer
Voluntary life	1st of the month following date of hire	Employee
Short-term disability	1st of the month following date of hire	Employer
Long-term disability	1st of the month following date of hire	Employer
Accident	1st of the month following date of hire	Employee
Employee Assistance Programs (EAP)	date of hire	Employer
401(k)	1st of the month following date of hire	Employer / Employee
Healthcare reimbursement account	1st of the month after completion of 3 years of full-time service	Employer
Tuition reduction	1st of the month following date of hire	Employer / Employee

We encourage you to read the entire enrollment guide before you enroll.

This is a summary of your benefits only. Certain restrictions and exclusions apply. For exact terms and conditions, please refer to your summary plan description (SPD) or Certificate of Coverage. If information in this summary differs from the legal contract, the legal contract is the ruling document. SPDs or Certificates of Coverage are available in Workday or by contacting Payroll and Benefits.

Medical benefit summary

Choice Plus PPO Plan



Deductible / Maximum	In-network		Out-of-network*
Plan-year deductible (Jul - Jun)			
Single	\$500		\$1,000
Family	\$1,000		\$2,000
Out-of-pocket maximum			
Single	\$4,000		\$5,000
Family	\$8,000		\$10,000
Out-of-pocket maximum includes the deductible			
Lifetime maximum		Unlimited	Unlimited
Benefit	In-network		Out-of-network*
Preventive care			
Routine physicals	\$0 copay		Covered as in-network only
Well child care			
Immunizations			
Office visits			
Illness / injury	\$20 copay / \$40 specialist		Deductible then 50%
Outpatient mental health	\$0 copay		
Virtual visits	\$0 copay		
Lab / X-ray			
Office / Freestanding facility	\$0 copay		Deductible then 50%
Hospital / Other facilities	Deductible then 10%		
Major Diagnostics (DDP)***			
CT, PET, MRI, and nuclear	\$250 copay		Deductible then 50%
Fertility Services			
		\$25,000 lifetime services limit	
Inpatient hospital services		Deductible then 10%	Deductible then 50%
Outpatient hospital services		Deductible then 10%	Deductible then 50%
Urgent / Emergency care			
Urgent care	\$50 copay		Deductible then 50%
Hospital ER	\$250 copay		Same as in-network
Emergency ambulance	Deductible then 10%		Same as in-network
Prescription drugs**		Retail 31-day supply	Mail order 90-day supply
Generic formulary	\$10 copay	\$25 copay	\$10 copay
Brand formulary	\$35 copay	\$87.50 copay	\$35 copay
Non-formulary	\$70 copay	\$175 copay	\$70 copay

* Out-of-network is based on 110% of the Medicare allowable expense.

** If you purchase a prescription drug from a non-network pharmacy, you are responsible for any difference between what the non-network pharmacy charges and the amount UHC would have paid dispensed by a network pharmacy.

*** Designated Diagnostic Providers (DDP) are imaging service providers that meet certain quality & efficiency requirements. With your DDP benefit, you'll have the highest level of coverage and likely save money when you use a DDP for outpatient imaging services. If you don't use a DDP, your imaging services may receive a lower level of coverage and you may be responsible for a higher out-of-pocket cost.

UnitedHealthcare programs



Quit for Life

Quit for Life can give you a clear path to enjoying life without tobacco. Each coach-guided step is designed to give you the confidence you need to quit for good as you progress.

Advocate4Me

Designed to help you & your family members successfully navigate the healthcare system by matching you with expert single point of contact advocates who guide & support you when you have questions.

Calm Health

The Calm Health app brings you a library of support, including mindfulness content and programs created by psychologists, for a variety of health experiences and life stages.

Live and Work Well

Behavioral health support services are available for you and your family. To sign in to your account, go to Coverage & Benefits > Mental Health.

UHC Rewards

Get rewarded for a variety of actions including many things you may already be doing! Earn up to \$300 by tracking steps & sleep, getting a biometric screening, & more.

OnePass Select

A subscription-based program that gives you access to gyms, boutique fitness studios, and online workouts with one monthly membership fee.

For more information visit myuhc.com or call the number on the back of your id card.

Dental benefits



Benefit	Value plan	NAP plan
	In-network / Out-of-network Contracted Rate	In-network Contracted Rate / Out-of-network 90th UCR
Deductible (Jan - Dec) waived for preventive	\$50 Individual / \$150 Family	\$50 Individual / \$150 Family
Annual maximum*	\$1,000	\$1,000
The plan covers		
Preventive care	100%	100%
Basic services e.g., fillings, extractions, perio, root canals	100%	80%
Major e.g., crowns, dentures	60%	50%
Orthodontia adult and child	50% \$1,000 lifetime max	50% \$1,000 lifetime max

* These benefits also have a max multiplier benefit that may increase the annual max up to \$2,000. Please see certificate for more information.

Vision benefits



Benefit	In-network	Out-of-network reimbursement
Well vision exam Every 12 months	\$10 copay	Up to \$50
Prescription glasses	\$25 copay	
Frames Every 24 months	Included in prescription glasses \$150 - \$170 allowance	Up to \$70
Lenses Every 12 months	Included in prescription glasses Single vision Lined bifocal Lined trifocal	Up to \$50 Up to \$75 Up to \$100
Lens options	Progressive: \$0 - \$160	Up to \$75
Contacts (instead of glasses) Every 12 months	\$150 allowance Contact lens exam (fitting and evaluation): Up to \$60	Up to \$105

Flexible spending accounts



The health and dependent care Flexible Spending Accounts (FSAs) offered by ASU Enterprise Partners allow you to use tax-free dollars to reimburse yourself for a wide variety of health and/or dependent care expenses that aren't covered through your other benefit plans. The annual amount you elect to contribute to each account will be divided into equal amounts and deducted from your paycheck before federal and state income taxes are withdrawn.

Healthcare FSA

Healthcare expenses for yourself and your dependents – such as deductibles, coinsurance, and copays – are eligible for reimbursement from your healthcare FSA.

The maximum contribution for the plan year (July 1 to June 30) is \$3,400.

If you incur fewer expenses than you expected, you will be allowed to carry over up to \$680 in medical FSA money to the next plan year. Any remaining money will be forfeited at the end of the plan year.

Dependent care FSA

Expenses for dependent care services for children under age 13, a disabled spouse, or incapacitated parent are eligible for reimbursement from your dependent care FSA as long as you incur them while you and your spouse work or attend school full-time.

The maximum contribution for the plan year (July 1 to June 30) is \$7,500 (\$3,750 if you are married and filing a separate income tax return).

Basic life and AD&D insurance



ASU Enterprise Partners pays 100% of the cost for your **basic life** and **accidental death and dismemberment insurance (AD&D)**.

Coverage	Company paid benefit
Basic life insurance	100% of base annual earnings to a maximum of \$50,000
Basic AD&D insurance	Same as basic life

Voluntary life insurance



ASU Enterprise Partners offers a voluntary life insurance benefit that can be purchased at your expense for you and your dependents. You will receive group rates and the premium is conveniently deducted from your paycheck. In some instances, evidence of insurability may be required. For benefit and rate information, please contact the Payroll & Benefits department.

Coverage	Employee paid benefit
Employee	\$10,000 increments to a maximum of \$750,000
Spouse	\$5,000 increments but not to exceed 50% of the employee life insurance and a maximum of \$250,000
Child(ren)	\$5,000 14 days up to age 26

Coverage is guaranteed only at initial eligibility up to: \$150,000 for employees, \$50,000 for your spouse, and \$5,000 for dependents.

New enrollments, changes after the initial eligibility period, or any elections over the guaranteed amount will require the completion of an evidence of insurability form. They may be approved or denied based upon your health status at the time of the application.

Voluntary life coverage is portable. Eligible employees have the ability to continue coverage if their employment ends (other than due to retirement, sickness, or injury).

Disability insurance



ASU Enterprise Partners disability insurance plans work together to help replace a portion of your income (base wage) if you have a non-occupational injury or illness and cannot work. These benefits are 100% employer paid.

Coverage	Elimination period	Benefit	Duration
Short-term disability includes maternity leave	7 days	66 2/3% of wages up to a weekly maximum of \$1,000	Up to 25 weeks maternity: 6 weeks natural / 8 weeks C-section
Long-term disability	180 days	66 2/3% of wages up to a monthly maximum of \$8,000	Up to age 65 or SSNRA

Accident insurance



Accident insurance pays you cash benefits quickly to help pay for the costs associated with out-of-pocket expenses and bills – expenses major medical may not take care of. Guardian's accident insurance pays you benefits for specific injuries and events resulting from a covered accident that occurs while you are not at work, on or after your coverage effective date. The benefit amount depends on the type of injury and care received

- **Guaranteed issue** – no medical questions or tests are required for coverage
- **Flexible** – you can use the benefit payments for any purpose you wish
- **Portable** – if you leave employment you can take this coverage with you
- **Wellness benefit** – \$50 per year for a variety of preventive screening tests

Employee Assistance Program (EAP)



ASU Enterprise Partners provides access to an employee assistance program to eligible employees and their families at no charge. Receive up to three free, 100% confidential, face-to-face consultations per issue. This program can help you find solutions for the everyday challenges of work and home as well as for more serious issues involving emotional and physical well-being.

The EAP program through ComPsych assists with:

- Education
- Career development
- Dependent care and care giving
- Mental health
- Legal and financial
- Substance abuse
- Lifestyle and fitness management
- and more

Help is easy to access

- Telephone consultations
- Educational materials
- Online resources

Spring Health EAP



You and your dependents have access to five free, 100% confidential therapy sessions at no cost. Spring Health’s digital hub includes access to: wellness exercises, mental health assessments, medication management, dedicated support, and personalized coaching. Visit **benefits.springhealth.com** to get started.

401(k) plan



ASU Enterprise Partners has established a 401(k) plan to help you prepare for your financial future. This benefit allows you to defer a portion of your eligible compensation to a 401(k) account. Employee contributions may be either before taxes are withheld or after taxes are withheld (Roth 401(k)). Employees are always 100% vested in their own contributions. Employer contributions are vested on a five-year schedule.

Coverage	Benefit	Eligibility
Employer match	50%, up to the first 6% of the employee's contribution	Employee contributes 1% or more to the plan
Employer discretionary	4% of employee's pay	All eligible employees

Health reimbursement plan (HRA)

ASU Enterprise Partners offers a health reimbursement plan to employees who have completed 3 years of full-time employment. This benefit is fully funded by ASU Enterprise Partners. Each fiscal year, single employees qualify for up to \$2,250 in reimbursements; family coverage qualifies for up to \$4,500 in reimbursement. Like the healthcare FSA plan, this benefit is used for healthcare expenses for yourself and your dependents.

Tuition reduction

Benefit-eligible employees qualify for a tuition reduction for themselves and eligible dependents. Reductions are available for undergraduate and graduate courses taken at Arizona State University, Northern Arizona University, and the University of Arizona.

- Eligible employees and their spouses may register for up to 9 credit hours per regular semester (up to 6 during each summer session) at a flat rate of \$25, plus laboratory and course fees.
- Dependent children shall pay 25 percent of resident tuition plus laboratory and course fees.

Tuition reduction may be subject to taxation for Graduate courses

Vacation, sick, and other paid leaves

ASU Enterprise Partners offers paid time off to eligible employees. There are a number of leaves available to help maintain a positive work/life balance. Please contact the Payroll & Benefits department or refer to our Vacation, Sick Leave, and Other Time Away from Work Policy for eligibility and usage requirements.

Accruals	Per pay period (80 hours)	Annual
Vacation*	6.78 hours	22 days
Sick	3.69 hours	12 days
Other paid leave benefits	Duration	
Holidays	11 holidays (including birthday)	
Jury duty	As needed by the court	
Bereavement	Up to 5 days	
Parental leave	Up to 12 weeks	

**Illinois employees: see Illinois addendum*

Other benefits

ASU Enterprise Partners is committed to enhancing your physical, mental, and emotional well-being in a variety of ways. Benefits that come with working at ASUEP include:

- **Parking** – All employees are responsible to pay for parking, if applicable. ASU Enterprise Partners offers a subsidy towards parking based on your salary. Parking is renewable annually. The subsidy also applies to metro and light rail passes.
- **SmartDollar** – ASU Enterprise Partners provides free access to the SmartDollar financial wellness program by Dave Ramsey.
- **ASU discount programs** – Employees have access to ASU's employee discount programs. Discounts are available for events, fitness memberships, news subscriptions, insurance, shopping, dining, and more.
- **Hybrid home/office work and two-week remote benefit** – ASUEP offers a hybrid schedule that allows employees to work from home two days a week. It also offers an additional benefit that allows employees to work remotely for two full weeks per year.
- A mobile device reimbursement toward monthly service plans and a biannual phone replacement.
- A flexible dress code that gives employees the option to dress for their day.
- Pathways to fulfill employees' advancement and professional development goals.
- Access to hundreds of free personal and professional development courses through LinkedIn Learning.
- SNOO Smart Sleeper - access to an innovative bassinet, available to expecting parents, that is designed to help babies sleep better and longer.
- Access to standing desks and ergonomic chairs.

Contact information

ASU Enterprise Partners is in partnership with the following carriers and strives to meet your benefit needs. If you have any questions regarding your benefits, please contact the corresponding carrier listed below or the Payroll & Benefits department.

Carrier	Customer service phone #	Website
United Healthcare (medical)	866-844-4864	uhc.com
Guardian (dental, life, disability and accident)	800-541-7846	guardianlife.com
VSP (vision)	800-877-7195	vsp.com
WEX (FSA)	866-451-3399	wexinc.com/login
TIAA (401(k))	800-842-2776	tiaa.org
ComPsych / Guardian (employee assistance)	855-239-0743	guidanceresources.com Web ID: Guardian
Spring Health / Guardian (employee assistance)	855-629-0554	benefits.springhealth.com

PURPOSE FUTURE EMPATHY ADVOCATE
CHARITABLE NOBLENES WE SERVE
HUMANITY COMPASSIONATE SHARE HEART
UNITED WE ENGAGE AID TOLERANCE HONOR
PHILANTHROPY KIND JOIN WE INNOVATE
HELP FACILITATE PIONEER REVOLUTIONIZE
GOOD WE CARE CHALLENGE INVENT'S SEERLESS
SHIFT RELIEF LEGACY OPENHEARTED COME
CONSIDER IT INVOLVE ALTRUISM WE SERVE
COLLABORATE ENDOWMENT PRESENT SUPPORT
SERVICE BOUNTEOUS HELPFUL GENEROSITY
MOVING WE ENGAGE PARTNER RENEW
GOODNESS IMMERSE WE INNOVATE
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Required notices

Federal regulations require ASU Enterprise Partners to provide benefit eligible employees with the following notices:

Private health information

A portion of the *Health Insurance Portability and Accountability Act of 1996 (HIPAA)* addresses the protection of confidential health information. It applies to all health benefit plans. In short, the idea is to make sure that confidential health information that identifies (or could be used to identify) you is kept completely confidential. This individually identifiable health information is known as “protected health information” (PHI), and it will not be used or disclosed without your written authorization, except as described in the Plan’s HIPAA Privacy Notice or as otherwise permitted by federal and state health information privacy laws. A copy of the Plan’s Notice of Privacy Practices that describes the Plan’s policies, practices, and your rights with respect to your PHI under HIPAA is available from your medical plan provider. For more information regarding this Notice, please contact Human Resources or the medical plan directly.

Women’s Health And Cancer Rights Act

ASU Enterprise Partners medical plan, as required by the *Women’s Health and Cancer Rights Act of 1998*, provides benefits for mastectomy-related services.

These services include:

- All stages of reconstruction of the breast on which the mastectomy was performed
- Surgery and reconstruction of the other breast to produce symmetrical appearance
- Prostheses and treatment of physical complications resulting from mastectomy (including lymphedema)

This coverage will be provided in consultation with the attending physician and the patient, and will be subject to the same annual deductibles and coinsurance provisions that apply to the mastectomy. For more information, contact your medical plan provider.

Premium assistance under Medicaid and the Children’s Health Insurance Program (CHIP)

If you or your children are eligible for Medicaid or CHIP and you’re eligible for health coverage from your employer, your state may have a premium assistance program that can help pay for coverage, using funds from their Medicaid or CHIP programs. If you or your children aren’t eligible for Medicaid or CHIP, you won’t be eligible for these premium assistance programs but you may be able to buy individual insurance coverage through the Health Insurance Marketplace. For more information, visit [healthcare.gov](https://www.healthcare.gov).

If you or your dependents are already enrolled in Medicaid or CHIP and you live in a state listed on [insurekidsnow.gov](https://www.insurekidsnow.gov), contact your state Medicaid or CHIP office to find out if premium assistance is available.

If you or your dependents are NOT currently enrolled in Medicaid or CHIP, and you think you or any of your dependents might be eligible for either of these programs, contact your state Medicaid or CHIP office or dial **877-KIDS NOW** or **insurekidsnow.gov** to find out how to apply. If you qualify, ask your state if it has a program that might help you pay the premiums for an employer-sponsored plan.

If you or your dependents are eligible for premium assistance under Medicaid or CHIP, as well as eligible under your employer plan, your employer must allow you to enroll in your employer plan if you aren't already enrolled. This is called a "special enrollment" opportunity, and you must request coverage within 60 days of being determined eligible for premium assistance. If you have questions about enrolling in your employer plan, contact the U.S. Department of Labor at **askebsa.dol.gov** or call **866-444-EBSA** (3272).

To see if any other states have added a premium assistance program since January 31, 2026, or for more information on special enrollment rights, contact either:

U.S. Department of Labor U.S.
Employee Benefits Security Administration
dol.gov/ebsa
866-444-EBSA (3272)

Department of Health and Human Services
Centers for Medicare & Medicaid Services
cms.hhs.gov
877-267-2323, Menu Option 4, Ext. 61565

Paperwork Reduction Act statement

According to the *Paperwork Reduction Act of 1995* (Pub. L. 104-13) (PRA), no persons are required to respond to a collection of information unless such collection displays a valid Office of Management and Budget (OMB) control number. The Department notes that a Federal agency cannot conduct or sponsor a collection of information unless it is approved by OMB under the PRA, and displays a currently valid OMB control number, and the public is not required to respond to a collection of information unless it displays a currently valid OMB control number. See 44 U.S.C. 3507. Also, notwithstanding any other provisions of law, no person shall be subject to penalty for failing to comply with a collection of information if the collection of information does not display a currently valid OMB control number. See 44 U.S.C. 3512.

The public reporting burden for this collection of information is estimated to average approximately seven minutes per respondent. Interested parties are encouraged to send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the U.S. Department of Labor, Employee Benefits Security Administration, Office of Policy and Research, Attention: PRA Clearance Officer, 200 Constitution Avenue, N.W., Room N-5718, Washington, DC 20210 or email **ebsa.opr@dol.gov** and reference the OMB Control Number 1210-0137.

This Benefits Guide is designed to provide basic information regarding benefit plans and programs available to eligible employees of ASU Enterprise Partners. This document merely summarizes the employee benefit plans and programs and does not detail all of the terms, conditions, restrictions, and exclusions contained in the plan documents, carrier contracts and/or Summary Plan Descriptions (SPD) (the "plan documentation") for the various benefit plans and programs. Every reasonable effort has been made to ensure the accuracy of the information contained in this document; however, in the event of a discrepancy between the information in this document and the plan documentation, the provisions described in the plan documentation will govern. This document does not create any contractual rights for any current or former employee of ASU Enterprise Partners, or for any other individual. The provisions of the applicable plan documentation will govern the determination of any individual's rights under any employee benefit plan or program. ASU Enterprise Partners reserves the right to amend or terminate any of its employee benefit plans and programs at any time and without notice or cause.





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NOBLENESSE **WE SERVE**
HUMANITY COMPASSIONA
SHARE HEART UNITED **WE**
ENGAGE AID TOLERANCE
HONOR PHILANTHROPY
KIND JOIN **WE INNOVATE**
HELP FACILITATE PIONEER
REVOLUTIONIZE GOOD **WE**
CARE CHANGE INVENTS
SELFLESS SHIFT RELIEF
LEGACY OPENHEARTED
COMFORT CONSIDER IT
IMMERSE ALTRUISM **WE**
SERVE COLLABORATE
ENDOWMENT PRESENT
SUPPORT SERVICE
BOUNTEOUS HELPFUL
GENEROSITY LOVING **WE**
ENGAGE PARTNER RENE
GOODNESS IMMERSE
WE INNOVATE SHARE
GRACIOUS CAPTIVATE
HUMANE GRANT UNSELFIS
WE CARE