



# BENEFIT PROGRAMS OVERVIEW



## The largest private institution of higher learning in the U.S.

In the field of **higher education** for working adults, Apollo Group, Inc. is a recognized leader and innovator. Apollo Group, Inc. operates through its subsidiaries, The University of Phoenix, Inc., Institute for Professional Development, The College for Financial Planning Institutes Corporation, Western International University, Inc. and Axia College.

We are the **largest private institution of higher education** in the United States with the largest consolidated enrollment in our educational programs. Apollo Group, Inc. has over 14,000 regular, full-time employees and offers educational programs and services in campuses throughout every state in the United States and in Canada. Our **dominance in the industry** has not been by accident.

Our corporate culture is based on a foundation of innovation, inspiration, and diversity. We recognize the value of the unique attributes each employee brings to the Company and are committed to the investment we make in our people. Part of this investment includes highly valued benefit programs designed to offer a range of **options** and flexible work schedules designed to help employee's **balance work and life**.



To promote **physical and mental well-being**, Apollo Group, Inc. offers...

**...comprehensive health care coverage-** including medical and prescription drug benefits, dental benefits, vision benefits, and a Company-paid Employee Assistance Plan. Employees are eligible for health care coverage on the first day of the month following 60 days of continuous employment. Unless otherwise stated, employee's share the cost on a pre-tax basis with Apollo Group, Inc. This coverage is available to regular, full-time employees who are compensated at 40 hours per week. The medical, dental and vision plans offer network and non-network benefits.

**...two flexible spending accounts-** A Health Care Reimbursement Account and a Dependent Care Reimbursement Account. These accounts are available to employees to pay for many types of health care expenses not fully covered by the medical, dental or vision plans and provide a tax effective way to pay for eligible child care services. Employees may set aside up to \$5,000 annually in each account; contributions are made through payroll deductions on a pre-tax basis. Eligible employees can participate in this benefit on the first day of the month following 60 days of continuous employment. Participation in either or both programs is optional.

**...access to an informational online fitness program-** A source for news on health, diet, fitness and self-care.



**HEALTH CARE BENEFITS**

To help our employees maintain  
**financial security** if they suffer an  
unexpected loss, Apollo Group, Inc.  
offers...

...**Life Insurance**- Coverage equal to two times the employee's annual salary or targeted income, up to a specified amount. This coverage also includes Accidental Death and Dismemberment (AD&D) insurance that provides benefits for loss of life, limbs or sight due to an accident. Apollo Group, Inc. pays for the full cost of this coverage.

...**Additional Life Insurance**- Employees may elect to increase their employer provided life insurance coverage and choose from options of one, two or three times their annual salary, up to a specified maximum. This coverage is optional and employees pay the premium through payroll deductions.

...**Dependent's Life Insurance**- Employees may elect to purchase this coverage for eligible dependents including a spouse and/or children. This coverage is optional and employees pay the premiums through payroll deductions.

...**Business Travel Accident Insurance** - Company paid insurance, up to a specified amount, is available to all employees traveling for the Company. Employees are eligible for this coverage the date they are hired. Apollo Group, Inc. pays for the full cost of this coverage.



**FINANCIAL SECURITY**

To support our employees in meeting their **personal financial goals**, Apollo Group, Inc. offers...

...a **401(k) Savings and Investment Plan**– Employees may contribute up to 50% of their earnings on a pre-tax basis up to a specified maximum which is set by the IRS each year. Employees are eligible to begin contributing to the 401(k) Savings and Investment Plan (the Plan) on the first of the month following 60 days of active, continuous employment. This plan has an automatic enrollment feature: upon meeting the eligibility requirements, employees will be automatically enrolled in the Moderate Investment model at five percent of gross compensation. Employees may elect to make a pre-tax contribution in an amount other than five percent of earnings by enrolling online. Upon completing one year of full-time service with the company, Plan participants will receive employer matching contributions. Employee and Employer matching contributions are 100% vested. Matching contributions are subject to change at the Company's discretion. Upon meeting the eligibility requirements, rollover contributions from other qualified plans are accepted into the Plan.

...**Employee Stock Purchase Plan (ESPP)**– This plan is available to all active employees who have completed one year of employment. Through this program, employees can acquire stock ownership in the Company by purchasing Apollo Group (APOL) common stock. Participation in the plan is voluntary.



**RETIREMENT SAVINGS & STOCK OWNERSHIP**

## To help our employees' deal with life's unexpected events, Apollo Group, Inc. offers...

**...Sick Leave-** After completing 60 days of continuous full-time employment, regular employees begin accruing sick leave at a specified accrual rate. Sick leave accruals may be carried from year to year.

**...Short-Term Disability (STD) Coverage-** This coverage is available to help replace lost income for up to 13 weeks should the employee become ill or injured or unable to work due to a non-work related circumstance. Employees are eligible for coverage on the first day of the month following 60 days of continuous employment. Participation is optional and premiums are paid on an after-tax basis through payroll deductions.

**...Long-Term Disability (LTD) Coverage-** This coverage helps replace a portion of an employee's income if he or she is unable to perform the material duties for his or her own occupation. This program provides that in the event an employee becomes totally disabled, they will receive income from all sources that is at least equal to the selected percentage of pay based on the employee's salary at the time of disability.

**...Long-Term Care Insurance-** This coverage offers affordable protection for the care of someone in need of assistance with daily living due to an accident, illness, or advancing age, either at home or in a facility. Coverage is available for employees and their spouses or parents of the employee and/or their spouse. Employee participation in this program is voluntary.



**INCOME PROTECTION**

To ensure our employees have an opportunity to **relax, revitalize and spend time with family and friends**, Apollo Group, Inc. offers...

**...Vacation-** All eligible employees begin earning vacation upon completing three months of employment. At the beginning of each fiscal year, eligible employees receive an advance of their vacation hours for that year. Advancement of vacation may vary as mandated by state regulations.

**...10½ observed holidays a year** - Eligible employees will receive holiday pay for the following days:

- New Year's Day
- Martin Luther King, Jr. Day
- President's Day
- Good Friday (½ day off)
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- The day following Thanksgiving Day
- Christmas Eve Day
- Christmas Day



**PAID TIME OFF**

To provide our employees with  
**opportunities to enrich** their lives,  
Apollo Group, Inc. offers...

**...Education Tuition Program-** To support our mission of meeting the higher education needs of working adults, Apollo Group, Inc. offers a very generous Education Tuition Program. Employees and their eligible dependents can take advantage this benefit immediately upon hire.

**...College Savings Plan-** The college savings plan is designed to help families set aside funds for future college costs. Created under Section 529 of the Internal Revenue Code, the plan provides distinct savings advantages, such as tax-deferred accumulation, federal tax-free earnings for qualified withdrawals, reduction in estate taxes, and special gift tax treatment. Additionally, the plan offers personal control and flexibility over assets and beneficiaries. Employees may take advantage of this plan through payroll deductions to help plan for future college expenses in a convenient, easy manner.

*All institutions that participate in the Federal Student Aid Programs are required to notify enrolled and prospective students , and current and prospective employees regarding consumer information that is available to them. Information regarding campus safety, policies and information related to drug and alcohol use and related counseling programs is available via the internet. To view our Campus Safety Policies and Campus Crime Statistics for the University of Phoenix and Western International University please visit [www.phoenix.edu/safety](http://www.phoenix.edu/safety) and [www.wintu.edu/safety](http://www.wintu.edu/safety).*



**EDUCATIONAL OPPORTUNITIES**