



**AKERS PACKAGING
SERVICE GROUP**

2025-2026 Benefit Guide

(Plan Year 4/1/2025-3/31/2026)

Group Health Insurance – (eligible day 60)

Anthem provides comprehensive health insurance coverage for the person and their family. Akers pays a portion of the premium to ensure affordability for all people. This program also includes a Diabetes Management program that provides 100% coverage for all supplies including Insulin. All enrollment information must be received by Anthem within 30 days from the date of hire for coverage to be made effective. Wellness rates will be earned through Asset Health wellness program. Akers offers a PPO and an HDHP plan. If you choose the HDHP plan and have an HSA account, Akers will contribute either \$300 for Employee or \$600 for Employee+. This will be contributed semi-annually in April and October as \$150 or \$300 per deposit.

Wellness Opportunities – (eligible day 60)

Wellness program is offered through Asset Health and provides different events and learning opportunities throughout the year. Akers People can earn the Wellness premium rate on the following year's Health Insurance premiums. Participation in the medical plan is required to participate in the Wellness program. Akers spouses on the health plan are also required to participate to earn the Wellness rate. Employees with a Benefits Effective date on or after November 1st will automatically receive the Wellness rate.

Dental Insurance – (eligible first of month after 60 days)

MetLife provides Dental insurance coverage. Akers offers two different dental plans. For both plans, preventive care is 100% covered with no co-pay. You may choose the basic plan with \$1000 max benefit or the high plan with \$2000 max benefit.

Vision Care – (eligible first of month after 60 days)

EyeMed provides Vision insurance coverage. You will have \$20 co-pay for exams, \$130 allowance for frames or contacts and a variable co-pay for lenses depending on the type.

Health Savings Account – (eligible day 60)

Through your self-selected provider, a health savings account provides a way for Akers People to set aside a part of their pay tax-free that is deducted directly from each paycheck to pay for Medical related items and must be enrolled in the HDHP medical plan to be able to contribute. Akers will contribute \$300 for an individual or \$600 for a family on a semi-annual schedule. You can enroll or modify anytime during the year.



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401(K) Retirement Plan – (eligible first of month after 60 days)

Akers has set up a Safe Harbor plan through Fidelity for people to set aside a part of their pay tax-deferred for retirement. New employees will be auto-enrolled at a 3% rate the first of the month they are eligible. You may choose to opt out of the plan; however, Akers will still contribute 3% of a person's annual income after 1 year of employment regardless of the person's contribution. Akers will make this contribution in March. Akers may also contribute a discretionary amount (or profit sharing) in March. People may contribute to this plan in accordance with IRS guidelines.

Akers Paid Basic Life Insurance – (eligible first of month after 60 days)

Voya pays a lump sum dollar amount to another individual designated by the Akers employee if that person should die while employed by Akers. See Summary Plan Description for any limitations. Akers will pay 100% of the premium for Basic Life and Basic AD&D.

Akers Paid Short Term Disability Insurance – (eligible first of month after 60 days)

Voya pays an Akers employee if he or she is unable to work for an extended period of time due to an accident, an illness or a disability that is not work-related. See summary plan description for details. The person will be paid a percentage of their income per pay period. Benefits start on the 8th day of absence and can continue for a maximum of 13 weeks. However, if the disability is due to an accident, there is no waiting period. The actual length of time the benefit to be paid is determined by the TPA (Third Party Administrator) for the plan. This benefit is 100% company paid.

Voluntary Long Term Disability Insurance – (eligible first of month after 60 days)

Voya pays an Akers employee if he or she is unable to work for an extended period of time due to an accident, an illness or a disability that is not work-related. See summary plan description for details. The person will receive 60% of their weekly pay once Short-Term Disability is exhausted and can continue until "normal retirement age", as defined by the IRS. This benefit is 100% paid by the employee.

Voluntary Paid Life Insurance – (eligible first of month after 60 days)

Voya pays a lump sum dollar amount to another individual designated by the Akers employee if the participating person should die for any reason during the time they are employed by Akers. Coverage is up to \$500,000, or five times the person's salary or \$250,000 without EOI (evidence of insurability). Akers employees who wish to participate must pay 100% of the premium.



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Critical Illness Insurance – (eligible first of month after 60 days)

Voya pays a lump sum dollar amount of \$10,000 or \$20,000 to the insured individual (Employee, Spouse, Dependent) in the event they are diagnosed with a critical illness such as heart attack, cancer diagnosis, stroke, transplant, or coronary bypass. Akers employees who are enrolled in this plan may also receive a \$50 wellness benefit for completing a preventive screening annually. Akers employees who wish to participate must pay 100% of the premium.

Accident Insurance – (eligible first of month after 60 days)

Voya pays a schedule of fees paid based on the type of injury or service received. If the injury occurs at an organized sporting event, the benefit increases by 25% up to \$1000. The benefit is paid directly to the individual. Akers employees who wish to participate must pay 100% of the premium.

PTO

PTO is added to your PTO account beginning January 1, depending on your tenure. This is provided in Vacation hours used in 4-hour increments and Personal (including Michigan Personal (ESTA) or PLAWA) hours used in 1-hour increments. For new hires, PTO is available for use after 90 days and will be pro-rated as follows: Q1 – 100%, Q2 – 75%; Q3 – 50%; Q4 – up to 25%.

Paid Holidays – (eligibility day 1)

Akers employees are eligible for the following paid holidays: New Year's Eve, New Year's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, Christmas Day. See the 2024 Holiday Schedule for details. Holidays are paid in 8-hour increments for all Akers employees regardless of the shift. Akers also offers one Floating Holiday to be used in whatever way is important to you.

Bereavement Pay – (eligibility day 1)

Five paid days (up to 40 hours of pay for immediate family members. Three paid days for extended family. Please refer to the policy for details. Akers employees must provide documentation to their supervisor verifying their relationship with the deceased. This documentation must be in the form of a newspaper obituary or some other official funeral document.



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Tuition Reimbursement – (eligibility is 6 months)

Akers encourages our people to learn new skills by taking college courses, training sessions, and GED classes. Akers reimburses up to 100% for passing grades or equivalent. Books, material, parking, and lab fees are not included. There is no maximum per year for eligible Akers employees. Refer to the Tuition Reimbursement policy for guidance.

Jury Duty Pay – (eligibility is 60 days)

Akers pays the difference between your base pay and the pay received for jury duty up to 30 consecutive days.

Akers People (Employee) Assistance Program – (eligible first of month after 60 days)

Provide by CompPsych, these services are designed not only to assist employees in times of crisis, but also to help them thrive in all aspects of their lives. This is free/confidential assistance to Akers employees and anyone living in the same household. People will receive 3 visits per issue per year. They will also be able to receive (1) attorney consultation and (1) certified financial planner consultation at no charge.

**for detailed information on any of the above plans, please refer to the plan documents provided in ADP.*