

# ASMI Employment Benefits / Policies

Current as 03-26-2024. Benefits may be changed or eliminated at ASMI's discretion. Specific benefits packages are arranged for each individual based on eligibility and circumstances when joining ASMI. Unless otherwise noted, arrangements are discussed only with the ASMI President

Benefit	Policy	Notes
<b>COMPENSATION</b>		
Salary	Competitive in association management market.	Annual adjustments based on employee evaluations.
Bonus	Performance-based bonuses are given at year-end, and occasionally for special rewards during the year.	Calculated at the end of ASMI's fiscal year depending on corporate fiscal performance.
Overtime	Compensation for overtime is in the form of day(s) off with prior planning and approval. It is NOT taken hour for hour. See separate "ASMI Compensatory Time Policy."	There are times when client service requires considerable excess effort including weekend work. ASMI encourages time off when appropriate to maintain a life balance.
<b>RETIREMENT SAVINGS PLAN</b>		
Pension - 401(k)	\$1.00 contribution for every \$1.00 saved by employee, up to 5% of salary. \$20,500 is maximum employee share of 401(k) contribution allowed by law for those under age 50, and an additional \$6,500 in catch-up contributions is allowed for those over age 50.	Employee is eligible to enter the plan after 1,000 hours of work and 12 months of employment as of January 1 or July 1. Employee must be at least 21. The vesting schedule is according to a six-year graded standard. The plan does not allow contributions until the eligibility requirements are met; ASMI can help identify pre-tax savings options in the meantime.
Investment Counseling	As part of the retirement plan services, ASMI makes available to its employees at no charge a professional investment advisor to help determine personal investment strategies.	Advice is available from Stone Wealth Management at Wells Fargo.
<b>HEALTH &amp; WELLNESS</b>		
Health Insurance	ASMI pays 67% of the coverage cost for single plans, and 50% of the coverage cost for family plans. Employee portion is paid pre-tax. Blue Cross/Blue Shield HealthyBlue Plan with HMO and PPO options.	Coverage begins on the first day of the month after 90 days of employment.
Life Insurance	Coverage is \$50,000; the plan includes a double indemnity for accidental death.	Begins after six months of employment. Employee may enhance the basic coverage.
Disability Insurance	Beginning on the 91 <sup>st</sup> day of Disability in the first 180 days after the date in which you become Disabled, 60% of Pre-disability Earnings, not to exceed a monthly amount of \$6,000. Maximum benefit period is determined by age.	Begins after six months of employment and continues to Social Security Normal Retirement Age for those 61 or younger; for those over 62, the benefit period ranges 1 to 3.5 years according to age.
Wellness Program	ASMI sponsors optional health and fitness activities in recognition of the importance of a healthy workforce.	A volunteer ASMI committee organizes fun activities such as 30-day fitness challenges, daily group mini exercise breaks and outings.

Benefit	Policy	Notes
<b>LEARNING &amp; PROFESSIONAL DEVELOPMENT</b>		
Continuing Education and Training	Employees are encouraged to participate in continuing education and training offerings in association management.	ASMI’s accreditation audit findings note that ASMI invests more in workforce development than any other accredited AMC. All fees, travel, and time off are paid 100% by ASMI for approved training.
Professional Development	ASMI facilitates its workforce credentialing including the Qualified Association Specialist, Certified Meeting Planner, Certified Exhibit Manager, Certified Association Executive, and others.	All fees, travel and time off are paid 100% by ASMI for approved credentials relevant to the employee’s roles. Employee agrees to reimburse ASMI per the policy if minimum employment duration is not met.
Mentor Services	Each new employee joins the ASMI team via a year-long on-boarding program to ensure proper orientation to client service procedures and transition into the assigned roles and responsibilities.	In addition to the on-boarding buddy, ASMI senior executives take an active role in the professional development of each member of the staff. Supervisors work with each on their annual personal performance plan tied to both individual career as well as ASMI client goals.
<b>ADDITIONAL BENEFITS</b>		
Vacation	1 <sup>st</sup> calendar year: up to 6 days, pro-rated, depending on hire date 2 <sup>nd</sup> -5 <sup>th</sup> calendar years: 10 days 6 <sup>th</sup> -10 <sup>th</sup> calendar years: 15 days thereafter: 20 days	Non-paid vacation during first 6 months of employment may be discussed. No carry-overs or pay for unused time; ASMI has a “use it or lose it” policy; see separate policy. Vacation and other time off must be scheduled and approved in advance.
Holidays	10 days per year (typically includes 2 days each at Thanksgiving and Christmas). ASMI recognizes a diversity of religions among our workforce and different personnel choose to work and to take off on different dates based on their personal beliefs within the holiday schedule.	See separate annual holidays memo.
Sick Leave	Paid leave accrues at 5 hours per month for each calendar year, no carry-over.	If you are ill, stay home and seek medical attention. Do not take sick leave unless you are sick. Sick days may not be used for vacation or other paid time off.
Maternity Leave	Personnel may use 7.5 days of sick leave plus earned vacation as maternity leave.	Additional unpaid leave may be arranged.
Working From Home	Working From Home is the default and is considered a privilege. If you are absent and do not work at home, the day will be treated as unpaid leave, or you may use a vacation day.	Daily check-ins with supervisors and routine team meetings are expected.
Parking	Free	
Equipment	Apple Store	ASMI has a corporate account with Apple and employees qualify for its annual discount, 5-10% depending on ASMI annual IT replacement volume.

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