



**ALPHAMEDIA**

ON-AIR , ONLINE , ON-SITE

**20  
20  
Summary of Benefits\***

**Company Paid Benefits**

**Life Insurance:** 1 x the employee's annual salary up to a maximum of \$50,000.

**Accidental Death & Dismemberment Insurance:** 1 x employee's annual salary up to a maximum of \$50,000

**Short Term Disability Insurance:** 60% of employee's weekly wages up to a maximum of \$600/week

**Long Term Disability Insurance:** 50% of employee's monthly wages up to a maximum of \$5,000/month

**Employee Assistance Program** (Full time and Part time)

**Health Savings Account Employer Match**

**401 (k) Discretionary Employer Match**

**Parental Leave Pay:** up to 3 weeks of parental leave paid at 60% of weekly wages for the birth or adoption of a child.

**Pet Adoption Subsidy**

**Time Off\*\***

<b>Time Off:</b>	1 to 4 years of service	17 days
	5 to 9 years of service	22 days
	10+ years of service	27 days

**Holidays:** 9 days

**BirthDay:** 1 day in birth month

**Dogs @ Work Day:** July 1 - *A fun working day.*

**Alpha Cares:** 8 hours/year of Volunteer Hours on Alpha

**Employee Paid Elective Benefits**

**Medical:** PPO & HDHP. Employee & Employer Paid.

**Dental:** PPO Plan

**Vision:** Vision Plan

**Supplemental Life Insurance:** With Guaranteed Issue

**Short Term Disability Buy-Up Plan:** In coordination with company benefit, 60% of weekly wage up to \$1,000/week

**Long Term Disability Buy-Up Plan:** In coordination with company benefit, 50% of monthly wage up to \$10,000/month

**Pre-tax Parking and Transportation**

**Critical Illness Insurance**

**Voluntary Accident Insurance**

**401(k):** Regular 401(k) and Roth

\*This is a summary of benefits and may change at the Company's sole discretion. Unless otherwise indicated, these benefits are available to full-time employees who meet eligibility requirements. If there is a discrepancy between the information here and the applicable plan document, plan document prevails.

\*\* Employees paid on commission follow the same time off accrual schedule but payment is covered by commission.