

2021 Alpha Media Benefits

Company Paid Benefits

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

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

Short Term Disability Insurance: 60% of weekly wages up to a max of \$600/week

Long Term Disability Insurance: 50% of monthly wages up to a max of \$5,000/month

Employee Assistance Program

Health Savings Account Employer Match

401 (k) Discretionary Employer Match

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

Pet Adoption Subsidy

Fun Time**

Time Off:	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 Off:	1 day in birth month	
Dogs @ Work Day:	July 1 - <i>A fun working day.</i>	
Alpha Cares:	8 volunteer hours/year on Alpha	

Employee Paid Elective Benefits

Medical: PPO & HDHP. Employee & Employer Paid.

Dental: PPO

Vision: PPO

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): Pre-Tax and Roth

*Benefits may change at the Company's sole discretion. Unless otherwise indicated, benefits are for full-time employees who meet eligibility requirements. If there is a discrepancy between the information here and the applicable plan document, plan document prevails.**Special rules may apply depending on job or employment type.