



2019 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

Elective Benefits

Medical: 2 Plan Choices: PPO & HDHP. Employee & Employer Paid.

Dental: PPO Plan, 100% Employee Paid

Vision: Vision Plan, 100% Employee Paid

Supplemental Life Insurance: 100% Employee Paid. Emp Guaranteed Issue: \$150,000

Short Term Disability Buy-Up Plan: 100% Employee Paid

Long Term Disability Buy-Up Plan: 100% Employee Paid

Pre-tax Parking and Transportation: 100% Employee Paid

Critical Illness Insurance: 100% Employee Paid

Voluntary Accident Insurance: 100 % Employee Paid

401(k): The plan allows regular 401(k) and Roth contributions. It has a discretionary match component. Contribution limits per IRS guidelines.

Paid 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:	1 day in birth month	
Dogs @ Work Day:	July 1	
Alpha Cares:	8 hours/year of Volunteer Hours on Alpha	
Parental Leave pay:	up to 3 weeks of parental leave paid at 60% of weekly wages for the birth or adoption of a child.	

*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.