

# 2022 Alpha Media Benefits

## Mind and Body Wellness

**Medical:** PPO & HDHP

**Dental:** PPO

**Vision:** PPO

**Employee Assistance Program**

**Dogs @ Work Day:** *A fun working day*

**Financial Wellness:** For the Future and the Unexpected

**401(k):** Pre-Tax and Roth, **Discretionary Match**

**Life, Accident & Dismemberment Insurance:** Basic\* and Supplemental

**Short Term Disability Insurance:** Basic\* and Supplemental

**Long Term Disability Insurance:** Basic\* and Supplemental

**Health Savings Account Contributions with Alpha Match**

**Parental Pay**

**Cyber Wellness:** Internet Security Protection

## Taking Care of Others

**Alpha Cares:** Paid Volunteer Hours because our communities need us.

**Pet Adoption Subsidy:** Because our pets are family

## Taking a Break From Alpha\*\*

**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:** 10 days

**Birthday Off:** 1 day in birth month

\* Basic Coverage are 100% Alpha Paid

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.