



## 2025 Alpha Media Benefits

### Mind and Body Wellness:

**Medical:** PPO & HDHP

**Dental:** PPO

**Vision:** PPO

**Employee Assistance Program (EAP)**

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

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

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

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

**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

### Death Benefits:

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

3 Months COBRA for dependents

Financial Bereavement Assistance

### Taking a Break from Alpha\*\*:

**Time Off:** 17 to 27 days based on years of service

**Holidays:** 10 Days

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

\*Basic Coverage is 100% Alpha Paid

\*\*Special rules may apply depending on job of employment type

Benefits may change as 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 documents, plan document prevails.



**ALPHAMEDIA**  
ON-AIR, ON-SITE, ON-DEMAND