

Holidays

New Year's Day
President's Day
Memorial Day

Independence Day
Labor Day
Veteran's Day

Thanksgiving plus day after
Christmas Day
Employee's Birthday & 1 Floating Holiday

Insurance Benefits

- **Medical Insurance** - TelAlaska pays 90% of the cost of the premiums for the employee and their qualified dependents.
- **Dental and Vision Insurance** - TelAlaska provides a generous dental and vision plan.
- **Other Insurance** – Life, accidental death and dismemberment, short term disability, long term disability, and survivor income benefits are provided at no cost to the employee; supplemental life insurance coverage is available and paid for by the employee.

Flexible Spending Plans

TelAlaska offers employees the opportunity to set aside pre-tax money to be used to pay for dependent care expenses and medical related expenses.

Leave

- TelAlaska offers paid time off based on the following schedule:

< 5 yrs	176 hours per year
5 - 10 yrs	216 hours per year
10+ yrs	256 hours per year
- Jury and Witness duty - An employee will be excused from work for required court duty as a juror or witness and will be paid the difference between the employee's regular salary and any fees received as a juror or witness.
- Family and Medical Leave for qualified individuals.

Retirement Plans

401(k) – Plan participants may elect to defer an IRS-approved amount of their annual compensation each year into our 401(k) plan. The participant is always 100% vested in the amount he/she defers; however, this deferral may be affected by investment gains or losses.

TelAlaska Profit Sharing Savings Plan – TelAlaska generously funds this account. Vesting is required; however, vesting credit is given on a year for year basis for those who have less than one year break in service from another independent telephone company (this does not include cellular or CLEC companies).

2 years of service	20%	5 years of service	80%
3 years of service	40%	6 years of service	100%
4 years of service	60%		

Educational Assistance Program

The Company will reimburse tuition, enrollment fees and books for approved courses. This program applies to regular, full time employees with one or more years of employment with the company.