

## **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 + 6 Floating Holidays

## **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:

< 7 yrs	136 hours per year
7 - 12 yrs	176 hours per year
12+ yrs	216 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 Plan**

Plan participants may elect to defer an IRS-approved amount of their annual compensation each year into the 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. A company match is provided.

## **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.