



# BENEFITS

Five out of five employees say these are “totally awesome.”



## PAYDAYS

Salaried and hourly employees are paid on Fridays, biweekly.



## PERSONAL TIME OFF (PTO)

Employees are encouraged to take time off to maintain a healthy lifestyle and balance. Simply coordinate your time off with your supervisor and your team. Employees enjoy a generous PTO plan.



## HOLIDAYS

TA observes 12 paid holidays each year

New Year's Day	Labor Day
Martin Luther King, Jr. Day	Thanksgiving Day
Presidents' Day	Day after Thanksgiving
Good Friday	Christmas Eve
Memorial Day	Christmas Day
Independence Day	New Year's Eve

Plus, TA offices are closed between Dec. 26-30.



## WELLNESS REIMBURSEMENT

Expense up to \$25 per month toward health and wellness activities or supplies.



## MOBILE PHONE REIMBURSEMENT

Expense up to \$60 per month for use on your mobile device and \$300 toward the purchase of a new mobile phone every 3 years.



## CONFERENCE REIMBURSEMENT

Attend a work-related conference of your choice and TA will cover up to \$1,500 of the entry fee.



## 401K

TA offers a 401k plan and we will match 50% of your contribution up to 6%. Fully vested after 2 years of employment.



## TUITION REIMBURSEMENT

TA offers up to \$1,000 per semester or \$2,000 per year tuition reimbursement for pre-approved courses meeting grade requirements.



## MATERNITY, ADOPTION, SURROGACY LEAVE

TA offers a 12-week fully paid maternity leave benefit with an additional 2-week flexible assimilation period.



## PATERNITY LEAVE

TA offers a 2-week fully paid paternity leave benefit.



## LIFE INSURANCE COVERAGE

TA offers a \$25,000 life insurance policy to all employees. Premiums are paid for by TA.



## SHORT- AND LONG-TERM DISABILITY COVERAGE

TA offers short- and long-term disability. Short-term is fully paid by TA and pays 60% of your salary up to 25 weeks. Long term pays 60% of your salary starting at 25 weeks.



## MEDICAL

TA offers two medical plans and three networks through Regence, providing a comprehensive level of medical coverage. Depending on the plan you choose, benefits may include:

- 100% of preventative care
- TA contributes \$25/individual or \$50/family per pay period to your HSA account, if HDHP is selected.
- 80/20 coverage (in-network) on both plans.
- TA pays for about 80% of your health care premiums.



## DENTAL

TA offers group dental insurance to full-time employees, with two dental plan options through Cigna. Depending on the plan selected, benefits may include:

- Choose from base or buy-up plan
- \$50 individual/\$150 family deductible
- 100% of preventative work
- 80% minor (base) or 90% (buy-up)
- 50% major (base) or 60% (buy-up)



## VISION

TA offers group vision insurance to full-time employees through VSP. Benefits include:

- \$10 exam copay for eye exam once every 12 months
- \$180 frame allowance
- \$150 contact allowance



## PRESCRIPTION DRUGS

Depending on the benefit plan you choose, the tiered copay plan is \$5/\$35/\$70.



## FLEXIBLE SPENDING ACCOUNT (FSA)

TA offers pre-tax deduction for out-of-pocket expenditures for medical, dental, vision and dependent care costs. TA's annual max for medical/dental is \$2,750 and \$5,000 for dependent care.



# PERKS

Cool extras that will make your day-to-day good-to-great.



## LUNCHESES/SNACKS/KITCHENS

On-site breakfast, lunches and snacks are provided for employees. Working late? Dinners are also provided. TA also provides kitchenettes for employee use.



## DRINKS

A selection of sodas, coffees and teas are available for employees.



## ON-SITE HEALTH AND WELLNESS FAIRS

Annual on site health and wellness fairs to help promote a healthy work-life harmony.



## GAMES

Play is a great way to connect with employees, collaborate or refresh your mind. Games vary by office; a pool table, foosball table and a variety of board games and video games are available for your enjoyment, along with the occasional impromptu pickle ball game.



## HOLIDAY PARTIES

TA's holiday parties are legendary – we find every reason to celebrate we can. From your traditional holiday parties like Valentine's Day and Halloween to your lesser known holidays like National Popcorn Day to Pie and Beer Day – there's always something happening.



## WORKING FROM HOME

Based on your position and assignment, you may be able to work from home during the week. If this is a perk you are interested in, your supervisor will work with you to determine eligibility and to make the arrangements.



## ON-BOARDING TRAINING

Each new TA employee is provided a two-day on-boarding training opportunity to help you get to know the people, processes and tools available to ensure your success.



## LINKEDIN LEARNING

Each employee receives access to online LinkedIn learning to help you develop and hone your skills.



## INDUSTRY AND MANAGEMENT TRAINING

TA offers regular industry and management trainings to help you develop on your career path and keep on top of the latest industry and technology trends.



## NEW HIRE SWAG

Each TA employee receives a welcome packet complete with TA swag and supplies.



## CHOICE OF MAC OR PC

TA offers you a choice of a Mac or PC laptop.



## GIVEAWAYS AND DRAWINGS

From event tickets and gift cards to potted plants, TA keeps it fun by holding random giveaways and drawings.



## CORPORATE TRAVEL ACCOUNT

For employees that travel, TA offers a travel agency service to book and coordinate travel. Employees keep the miles and enjoy.



## ANNIVERSARY GIFTS

We celebrate your hard work and dedication with annual anniversary gifts, with extra special recognition on 5, 10 and 15-year anniversaries.



# VALUES

The art and science of emotional connection.

It's a street ending in a four-way intersection – meaning everyone gets a turn. Wait patiently, listen well and respond accordingly. Treat others as esteemed partners and give credit where it's due.



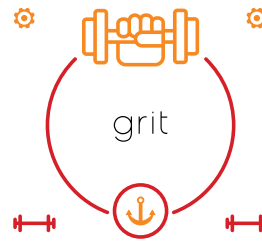
This font of memes is now your newest watchword. Strive to always inspire confidence, fight for quality work and put people and principles over process.

Even if the glass is half empty, it's still refillable ... especially at TA. Remember, your attitude is everything, and a positive vibe is the ultimate catalyst to a great work week, every week.



Leggo your ego – it's not part of this complete breakfast, nor your workday success. Instead, be invested in yourself, your colleagues and your entire TA family.

It's the best policy, quite honestly! Whether you're chopping down cherry trees or brainstorming big ideas, be your best ethical self. Obey the law, own up to your mistakes and be authentic.



We're not talkin' the goes-well-with-shrimp type of grit, but the John Wayne, Jeff Bridges type – true grit. So, saddle up, be a tenacious problem solver and have the courage to make tough decisions.

Simply staying relevant is never enough, you gotta go full Starship Enterprise – set creative to stun, seek out new skills and boldly go where you've never gone before!



Creativity is our currency and your one-way ticket to awesome town. Eat industry issues for breakfast and spit out innovation. Think strategically, but blow the lid off convention.

It's illegal in all 50 states to throw anything (including people) under the bus. Personal accountability is paramount to making wise decisions and fostering healthy work relationships.



Because diversity of thought is our greatest asset, it's vital to consider perspectives different than our own and to engage in thoughtful dialogue. Our differences are our greatest strength.

We help our clients enrich the lives of their customers.