So much more than just a paycheck.

Along with the basics - paid holidays, health insurance and a 401(k), Turner provides our employees with programs and initiatives that support their lives outside of work, helping them achieve the ideal work/life balance to channel their passion and skills. Turner’s Total Rewards initiatives include compensation packages, benefit programs and unique offerings. Below is a sampling of the programs we offer. Employees can access descriptions of each program online at TurnerNow and MyHR.

**Compensation Programs**
- Base Salary
- Bonuses
- Spot Bonus Program
- Paid Time Off (PTO)
- Company Holidays

**Health Care Benefits**
- Medical Plan Options
- Dental and Vision Insurance
- Care Management Programs

**Spending and Savings Accounts**
- Health Savings Account
- Health Care FSA
- Dependent Daycare FSA

**Income Protection**
- Short-term Disability
- Long-term Disability
- Basic Life Insurance
- Accidental Death/Dismemberment Insurance
- Optional Group Life Insurance
- Business Travel Accident Insurance
- Survivor Support Program

**Leaves of Absence**
- Short-term Disability
- Long-term Disability
- Parental/Bonding Leave
- Family and Medical Leave Act
- Service Recognition Leave
- Family Care Leave

**Health Resources**
- Time Warner Fit Nation
- Virgin Pulse
- Health & Wellness Centers (ATL & NY)
- Employee Assistance Program
- Athletic Clubs & Fitness Offerings
- Weight Watchers at Work
- Expert Medical Opinion

**Family**
- Back-Up Child and Adult/Elder Care Program
- Turner Second Generation Daycare (ATL)
- Adoption Assistance
- Egg Freezing Assistance
- Surrogate Assistance
- Autism Support Program
- Back-Up Child Care Reimbursement
- College Coach
- Care.com/Life Concierge Services

**Community Involvement**
- Turner Volunteer Day
- Volunteer Release Time
- Matching Grants
- Employee Volunteer Grants
- Walks and Runs

**Personal/Family Enrichment**
- Auto and Home Insurance
- Veterinary Pet Insurance
- Legal and Financial Services
- Travel Assistance Program
- Commuter Benefit Program
- Time Warner Discounts
- Community Offers and Discounts

**Career**
- Turner People Development
- Tuition Reimbursement Program
- Focus on Careers
- Business Resource Groups

**Retirement**
- 401(k) Plan
- Access 55 Medical Program

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**Awards & Recognition.**

Turner ranks among the top in diversity and inclusion and has been recognized in our industry for our commitment and accomplishments.

**100 Best Adoptive-Friendly Workplaces**
- Dave Thomas Foundation for Adoption
  - 2007-2016

**100 Best Companies for Working Mothers**
- Working Mother Magazine
  - 2004-2016

**Top 50 Companies for Diversity**
- Diversity Inc. Magazine
  - 2009-2016 (Time Warner)
  - 2005-2008 (Turner)

**Best Programmer for Women in Cable**
- Women in Cable & Telecommunications (WICT)

**Best Organization for ERGs**
- Upward Synergy
  - 2013

**Best Places to work for LGBT Equality**
- Human Rights Campaign
  - 2008-2016 (Time Warner)

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