

# So much more than just a paycheck.

Along with the basics – paid holidays, health insurance, and a 401(k) – Turner provides 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. Below is just a sampling of what we offer.



## Compensation Programs

- Base Salary
- Bonuses
- Spot Bonus Program
- Paid Time Off
- Company Holidays

## Health Care

- Medical Plan Options (Including Dental & Vision)
- Care Management Programs

## Spending & Savings Accounts

- Health Savings Account
- Health Care FSA
- Dependent Daycare FSA

## Income Protection

- Short & 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 & Long-Term Disability
- Parental/Bonding Leave
- Service Recognition Leave
- Family Care Leave

## Health Resources

- WarnerMedia Fit Nation
- Virgin Pulse
- Health & Wellness Centers (ATL & NY)
- Employee Assistance Program
- Athletic Clubs & Fitness Offerings
- Weight Watchers
- LiveWell Offerings
- Advance Medical

## Family

- Backup Child Care & Adult/Elder Care Program
- Turner Second Generation Daycare (ATL)
- Adoption Assistance
- Egg Freezing Assistance
- Surrogate Assistance
- Autism Support Program
- Backup Child Care Reimbursement
- Education & College Advising Program
- Care.com/Life Concierge Service

## Community Involvement

- Turner Volunteer Day
- Volunteer Release Time
- Matching Grants
- Employee Volunteer Grants

## Personal/Family Enrichment

- Auto & Home Insurance
- Veterinary Pet Insurance
- Legal & Financial Services
- Travel Assistance Program
- Commuter Benefits Program
- Discounts on AT&T Products & Services
- Community Offers & Discounts
- Relocation & Mobility Referral Services

## Retirement

- 401(k) Plan
- Access 55 Medical Program
- Financial Engines

## Career

- Turner People Development Offerings
- Tuition Reimbursement Program
- Business Resource Groups

## 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 Adoption-Friendly Workplaces (2007-2018)

*Dave Thomas Foundation for Adoption*

### 100 Best Companies for Working Mothers (2004-2018)

*Working Mother Magazine*

### Best Companies for Dads (2018)

*Working Mother Magazine*

### Top 50 Companies for Diversity

*Diversity Inc. Magazine*  
2009-2018 (Time Warner)  
2005-2008 (Turner)

### Best Programmer for Women in Cable

*Women in Cable & Telecommunications*  
2003, 2005-2009, 2011, 2013, 2015

### Best Organization for ERGs (2013)

*Upward Synergy*

### Best Places to Work for LGBT Equality

*Human Rights Campaign*  
2008-2018 (Time Warner)



Disclaimer: This document presents highlights of benefits available as of 2/25/2019 for regular status employees and does not contain all details. Certain provisions including eligibility, employee status, location, and other criteria may differ for some employees. Programs included in this document are subject to change.