

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
Discounts on AT&T Products and Services
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

Disclaimer: This document presents highlights of benefits available as of 9/7/18, 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 brochure are subject to change.

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

Dave Thomas Foundation for Adoption
2007-2017

100 Best Companies for Working Mothers

Working Mother Magazine
2004-2017

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 (WICT)
2003, 2005-2009, 2011, 2013, 2015

Best Organization for ERGs

Upward Synergy
2013

Best Places to work for LGBT Equality

Human Rights Campaign
2008-2018 (Time Warner)