



2019 Benefits Summary

KEY BENEFITS as an employee of Alliant

Alliant Asset Management Company, LLC (“Company”) provides its employees with the opportunity to work in a dynamic, professional, yet business casual work environment, where teamwork and individual respect are important components of our unique corporate culture. Our company encourages career growth from within and we believe it is a key to our success.

The Company has established a variety of employee benefit programs designed to assist you and your family in meeting the financial burdens that can result from illness and disability as well as help you plan for retirement. The company offers a competitive compensation structure and bonus plan along with a competitive benefit package that includes a company 401(K) match. If you are a newly hired regular full-time employee, your health insurance benefits begin on the first day of the month following 60-days of employment and include:

Medical

You may elect coverage for yourself and your eligible dependents through Anthem Blue Cross (ABC) medical health plans:

- ABC PPO 20/500/20%
- ABC HMO 35/20% (California employees only)
- ABC PPO 35/1200/40%
- ABC HSA PPO 5600/0% RxC

You have the option to upgrade at an additional cost to you to the following ABC plans:

- ABC PPO 10/0/10%
- ABC PPO 15/500/20%

Optional employee-sponsored dependent coverage is also available. All medical plans include acupuncture and chiropractic coverage.

After five (5) years of employment, Alliant sponsors the entire cost of an employee & dependents on:

- ABC PPO 20/500/20%
- ABC HMO 35/20% (California employees only)
- ABC PPO 10/0/10% (*Upgrade at an additional cost*)
- ABC PPO 35/1200/35%
- ABC HSA PPO 5600/0% RxC
- ABC PPO 15/500/20% (*Upgrade at an additional cost*)

Dental

You may elect coverage for yourself and your eligible dependents through a comprehensive Cigna Dental HMO or Cigna Dental PPO plan that includes orthodontia benefits for children (up to age 19).

After five (5) years of employment, Alliant sponsors the entire cost of the employee & dependents on the Principal either of the dental plans.

Vision

You may elect coverage for yourself and your eligible dependents on the VSP vision plan that provides benefits for eye exams, lenses, frames, and contact lenses.

Retirement

A wide variety of company matched, investment options are available through Alliant’s 401(k) plan. The plan is offered through Fidelity. Employees are fully vested after 3 years.

(continued)

Long-Term Disability

To ensure employees have financial security in the event of loss of income due to an accident or illness, Alliant provides a long-term disability plan

Flexible Spending Account

To help employees lower their taxable income, Alliant allow employees to set aside pre-tax money to pay for dependent care costs and IRS allowable medical expenses.

Voluntary Benefits

Employees have the option to purchase these additional voluntary benefits:

- A Company-sponsored \$50k Basic Group Term Life & AD&D plan.
- Optional AFLAC supplemental plans for employees & dependents.
- Optional employee-sponsored additional Voluntary Term Life Plan and Voluntary AD&D Plan including coverage for family members, if desired.

Paid Time-Off

For Regular fulltime employees, Alliant provides sixteen Company-paid Time-Off (PTO) daysⁱⁱ, and nine Company-paid holidays annually.

Company Paid Corporate Office Parking

Alliant provides its corporate office employees with paid parking.

Miscellaneous

- Discounts to services and amusement parks.
- A Company-sponsored corporate sports team.

To the extent that any of the information contained in this Summary of Benefits is inconsistent with the official plan documents, the provisions of the official documents will govern in all cases. For more complete information regarding any of our benefit programs, please refer to the Summary Plan Descriptions or our HR Department.

ⁱAn employee is zero vested in the first three years of employment. After three (3) years of employment, an employee is 100% vested.

ⁱⁱAfter five (5) years of employment, an employee will earn twenty-one (21) days of PTO. PTO time is earned at a rate of five (5) hours per semi-monthly payroll period for the first five years of employment. After five years of employment, PTO time is earned at a rate of seven (7) hours per semi-monthly payroll period.