

# ARA Employee Benefits

ARA is an employee-owned company and when you join our team, you can feel the difference!

We are passionate people dedicated to innovation and finding solutions to critical national problems. We thrive as a result of accessible leaders who really care, our ownership culture, and amazing benefits.



## Retirement Plans

At ARA, we offer a benefits mix that addresses our employees' needs now and in the future through our generous retirement program. ARA offers several programs to help you to save for your future.

### Employee Stock Ownership Plan (ESOP)

- ARA's ESOP program presents a unique opportunity for our employee-owners to influence the value of their retirement savings. Through the ESOP, ARA makes a generous annual profit sharing contribution on behalf of eligible employees and this contribution is used to buy company stock on their behalf. The ESOP is not a passive investment and employee performance directly impacts our ability to achieve company goals and profitability, which can increase the value of the company and the shares in your ESOP.

### 401(k) Profit Sharing Plan & Trust

- Employees may defer a percentage of their salary on a pre-tax or post-tax basis as a means of saving for retirement through our Traditional and Roth 401(k) plans. ARA also contributes to the 401(k) plan annually on behalf of our employees through match and discretionary profit sharing contributions.

### Vesting Schedule

- The ESOP and 401(k) plans have a generous vesting schedule in which all company contributions are 100% yours after three vesting years!



## Health Benefits

ARA offers comprehensive medical, dental, and vision insurance to eligible employees. Employees may purchase coverage for eligible dependents, including domestic partners. Coverage is effective the first of the month coincident with or following your date of hire.

### Medical Plan

- Comprehensive coverage provided by BlueCross BlueShield of New Mexico (BCBSNM) includes prescription drugs, mental health and substance abuse, and preventative care. Employees have a choice of two medical plans, a Traditional PPO Plan and a Consumer PPO (High Deductible Health Plan), which is paired with a Health Savings Account (HSA). With both plans, enrolled employees and their families have access to services at discounted rates through a network of preferred providers in their area.

### Dental Plan

- ARA's dental plan, through Delta Dental of NM, helps you pay for a broad range of dental services and supplies, including orthodontics for your dependents under 19, and offers the largest network of dental providers in the nation.

### Vision Plan

- ARA offers vision insurance coverage through Vision Service Plan (VSP) for eligible employees. This benefit offers employees and their eligible dependents coverage for eye exams and prescription glasses or contact lenses, as well as discounts on laser vision correction.

### Individual Premium Reimbursement Account (IPRA)

- Employee's who opt out of ARA's medical plan due to other insurance coverage may be reimbursed for the premiums they pay for that coverage up to an annual limit set by ARA.

Learn more at [www.ara.com](http://www.ara.com)

Participation in any of the benefit plans offered by ARA is not, nor should be considered, a contract of employment. ARA reserves the right to change, amend, or terminate any of the plans, at any time, for any reason. Should a discrepancy between the plans described and the plan document exist, the plan document shall prevail. For more information, please contact ARA's Human Resources Team at 505-881-8074.



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## Flexible Spending Accounts

Take advantage of ARA's Flexible Spending Accounts and set aside pre-tax dollars to pay for eligible medical expenses.

### Health Care Flexible Spending Account

- Participants may set aside money on a pre-tax basis, through payroll deductions to pay for qualified medical expenses that are not covered by insurance, such as copays, deductibles, and coinsurance amounts.

### Dependent Care Flexible Spending Account

- Participants set aside money on a pre-tax basis, through payroll deductions to pay for eligible day care expenses for children under the age of 13 or disabled adult dependents.

### Health Savings Account

- When you enroll in ARA's Consumer PPO medical plan, you are automatically enrolled in a Health Savings Account (HSA). An HSA is a tax-deferred personal savings account that allows you to pay for current qualified health expenses and save for future medical and retiree health expenses on a pre-tax basis. With the HSA both you and ARA can contribute to the account, and your funds carry over from year to year.

### Commuter Benefits

- Participants may set aside money on a pre-tax basis through payroll deduction to use on qualified mass transit and/or parking expenses.



## Rewards & Recognition

ARA offers incentives to reward and recognize service and outstanding work. Rewards may include:

**Performance Bonus**

**Spot Bonus**

**Company & Distinguished Awards**

**Technical Career Path Awards**

**Service Awards**

**Employee Discounts**



## Life & Disability Benefits

ARA's life, disability and accident plans provide eligible employees and their families with substantial financial protection. If you would like additional coverage, you have the option to purchase supplemental coverage at excellent group rates.

### Company-Paid Benefits:

#### Life Insurance and Accidental Death & Dismemberment

- Through a comprehensive coverage plan that includes Life Insurance and Accidental Death and Dismemberment Insurance, ARA helps to provide the coverage you and your family may need during difficult times.

#### Long-Term Disability

- Through ARA, eligible employees receive Long-Term Disability Insurance at no cost. The coverage provides income replacement and comprehensive assistance to help those who are disabled get back to work.

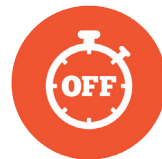
### You May Purchase:

#### Voluntary Group Life Insurance and Group Accidental Death & Dismemberment

- Eligible employees may purchase supplemental life insurance for themselves, their spouse and eligible dependents.

#### Short-Term Disability

- Eligible employees may purchase Short-Term Disability insurance. This coverage provides income replacement and is intended as a "bridge" to the company-paid Long-Term Disability coverage.



## Work/Life Balance

It can be a challenge to juggle your professional and personal life. We offer programs to help you balance your obligations with a variety of benefits including:

**Paid Holidays**

**Personal Leave**

**Bereavement Leave**

**Employee Assistance Program**

**Secure Travel Program**

**Flexible Work Schedules** (in some locations)

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