EMPLOYEE BENEFITS

Employer-provided benefits are an important factor in total compensation. NGA is committed to providing a comprehensive employee benefits package. Regular full-time employees and part-time employees who work at least twenty hours per week and their dependents are eligible for the following benefits:

A choice of three different health insurance plans:

- Preferred Provider Organization (PPO),
- Network Only,
- High Deductible Health Plan (HDHP) with Health Savings Account (HSA),

We also offer:

- Dental
- Vision
- Prescription Drugs
- Flexible Spending Accounts
- Breastmilk Shipping
- Legal plan
- Basic Life, Accidental Death and Dismemberment Insurance, Voluntary Life, Short-Term Disability, and Long-Term Disability
- Employee Assistance Program (EAP)
- Onsite fitness and bicycle facility
- Critical Illness and Accident Insurance
- Annual Flu Shot Clinic
- Biometric Screenings

RETIREMENT PLAN CONTRIBUTION

The NGA Retirement Plan is a combination of a 457(b) Deferred Compensation Plan for the employee contributions and a 401(a) Qualified Retirement Plan for the NGA contributions.

After your hire date – Employees may contribute money to the 457(b) plan on the first of the month following your hire date. NGA does not match the employee contribution in the first six months.

After six full months of employment - NGA matches the employee’s 457(b) contribution up to 5 percent of gross salary. NGA remits its match to the 401(a) qualified plan which the employee receives immediate vesting. Employees may contribute more than 5 percent without a corresponding NGA match, up to the annual IRS maximum contribution limits.

After one full year of employment - In addition to the above employer contribution, regardless of whether employees have chosen to participate in the matching plan, NGA automatically contributes an amount of money equal to 5 percent of gross salary to the 401(a) qualified plan, which the employee receives immediate vesting.
COMMUTER BENEFITS
Regular full-time employees and part-time employees who work at least twenty hours per week and use public transportation may enroll in commuter benefits through a pre-tax payroll deduction.

MONTHLY PARKING
NGA provides a plan for employees to pay for monthly parking in the Hall of States building’s garage on a pre-tax basis. Regular full-time employees and part-time employees who work at least twenty hours per week may arrange to have monthly parking pre-tax deductions taken from their paycheck.

PAID TIME OFF (PTO)
NGA provides all regular full-time employees with paid time off. Leave is prorated for regular part-time employees. PTO accrues monthly according to the following schedule:

<table>
<thead>
<tr>
<th>Years of Employment</th>
<th>1st-4th</th>
<th>5th-9th</th>
<th>10th-14th</th>
<th>15th and beyond</th>
</tr>
</thead>
<tbody>
<tr>
<td>Days of PTO</td>
<td>25</td>
<td>30</td>
<td>35</td>
<td>40</td>
</tr>
<tr>
<td>Hours accrued per pay</td>
<td>7.692308</td>
<td>9.230769</td>
<td>10.76923</td>
<td>12.30769</td>
</tr>
</tbody>
</table>

WORK/LIFE BALANCE
Flexible work schedule and telework options

OTHER LEAVE PLANS
- Bereavement leave
- Court leave
- Parental leave
- Leave donations
- Short-Term Disability
- Long-Term Disability
- Volunteer Leave
- Voting Leave

HOLIDAYS

Benefits are reviewed regularly and may change.