



TNAA Voluntary Benefits

TNAA is proud to offer an affordable yet competitive benefits package that recognizes the diverse needs of our employees. We strive to maintain balance between plan choice and cost to ensure the best possible benefits experience and in situations when life happens and work stops.

Voluntary Safety Net Benefits

- **Short & Long Term Disability:** Providing qualified participants a portion of their compensation when unable to work due to a covered approved disability.
- **Accident Insurance:** Offers a cash payout, unrelated to other income, when your income is affected by an accident covered under the policy. (Also includes an additional life insurance payout if deceased by a covered accident.)
- **Critical Illness and Cancer Policy:** This policy offers a cash payout when diagnosed with a covered illness. (Also includes an additional life insurance payout, if deceased by covered illness.)
- **Additional Term Life Insurance:** Allows employees to buy-up from the company-provided Life Insurance. Coverage is also available for spouses and children.
- **Hospital/Indemnity:** A cash benefit paid to you based on admission and confinement in the hospital. This voluntary benefit is not limited by a pre-existing condition and is 100% guaranteed.

Other Voluntary Options

- **Legal Shield:** Provides legal assistance, planning, and discounts for in-network attorneys.
- **ID Shield (Identity Theft Program):** Provides identity theft protection assistance for you and your family.
- **Two Pet Care Discount Plans:** Offering both veterinary discounts at 25% and pet prescriptions at wholesale pricing, available at most large-network pharmacies.
- **401(K):** Offers retirement savings plan, contribution matching by TNAA.

Company Paid Benefits

We cover all of our active employees under these benefits, regardless of tenure, pay package, or any other variables.

- **Basic Term Life Insurance Policy:** Includes a \$25,000 payout to a designated beneficiary, if an employee is deceased while covered under the benefit.
- **First Stop Health:** A free mental health resource that connects you with a licensed counselor. It's confidential, available 24/7, and accessible via app, website, or phone.
- **Corporate Chaplain Services:** Includes 24/7 access to our Corporate Chaplain.