



EMPLOYEE BENEFITS SUMMARY

MEDICAL PLANS

Alion offers three medical plans: a POS, an HMO and an Out-of-Service Area Plan for locations not adequately serviced by the POS or HMO. Each medical plan offers a wide range of services, including physician, hospital, laboratory, prescription drugs and preventive benefits. Medical coverage may be elected for yourself, your spouse, your domestic partner, your domestic partner's children and your children. The maximum lifetime benefit is unlimited.

DENTAL PLAN

The Dental Plan includes preventive, restorative and prosthodontics coverage, as well as orthodontia coverage for eligible dependent children up to 19 years of age.

VISION PLAN

The Vision Plan covers annual eye exams, lenses and contact lenses at 100% with a yearly maximum.

FLEXIBLE SPENDING ACCOUNTS

Flexible Spending Accounts (FSAs) allow you to make pre-tax contributions to designated Health and Dependent care accounts and the ability to be reimbursed for related out-of-pocket expenses. You are able to allocate up to a maximum amount of \$5,000 per designated account per year.

SAVINGS AND RETIREMENT PLAN – 401(K)

Employees can start pre-tax contributions and receive company-matching contributions immediately from date of hire. Company-matching contributions are 100% vested.

LIFE INSURANCE

Alion provides Core Life Insurance equal to one times your annual base salary. You have the option to elect Optional Employee Life Insurance coverage available to purchase up to 5 times your annual base salary to a maximum of \$1,000,000.

DEPENDENT LIFE INSURANCE

Alion offers Dependent Life Insurance of up to \$150,000 for a spouse and up to \$10,000 for dependent children.

BUSINESS TRAVEL ACCIDENT INSURANCE

Business Travel Accident Insurance is provided when traveling on Alion business anywhere in the world.

SHORT TERM DISABILITY

Alion provides Short Term Disability coverage of 100% of covered salary for up to 90 days of disability.

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The Long Term Disability Plan provides 60% of covered salary beginning on the 91st day of disability.

PERSONAL TIME OFF (PTO)

Alion provides Personal Time Off, that may be used for various reasons: vacations, personal or family reasons, illness or religious observances. Time may be taken in hourly increments.

HOLIDAYS

10 paid holidays per calendar year - 6 are on specified holidays and 4 are at employee's option. Time may be taken in hourly increments.

PAID LEAVES OF ABSENCE

Bereavement Leave: 100% of pay for up to 3 days

Jury Duty Leave: 100% of pay to perform jury duty service

Military Duty Leave: 100% of pay for up to 15 days per calendar year

ACCIDENTAL DEATH & DISMEMBERMENT (AD&D)

Optional coverage provided to employees and dependents if any covered person dies or suffers a dismemberment. Coverage ranges from \$50,000 to \$500,000.

LEGAL SERVICES

Alion offers the option to enroll in a legal services plan. Services provided include traffic court representation, will preparation, credit/warranty disputes, reviewing a financial contract or lease, tenant disputes with landlords, family law issues and much more.

EMPLOYEE REFERRAL

Employees who refer candidates that are hired in an eligible, full-time position and who complete 90 days of service are eligible for a referral bonus. Select positions may not apply.

TUITION ASSISTANCE

Alion pays 100% of tuition expenses in advance up to a maximum of \$5,250 per calendar year for full-time employees enrolled in courses of study that are for credits at accredited colleges or universities.

CERTIFICATION PROGRAMS

Alion will reimburse full-time employees immediately for costs related to approved certification programs up to 1 certification program per year.

LONG TERM CARE INSURANCE

Long Term Care Insurance coverage is offered and available for employees, spouses, parents, parents-in-law, grandparents and grandparents-in-law. Provides benefits for nursing home care, home health care, adult day care, informal care and other facilities that provide service to those who are unable to care for themselves due to age or medical status.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

Alion offers a one-stop EAP resource that provides consultation, information and personalized community referrals, available 24/7 for employees and family members.

PUBLICATION BONUS

Alion offers full-time employees who author articles that are published in technical journals a publication bonus.

ALION UNIVERSITY

Alion University is an online e-Learning system that delivers a variety of subject matter to meet diverse training needs from highly technical topics to software application instruction to business skills development. Online courses allow you to take advantage of training anytime, anywhere, 24/7.

PRE-TAX MASS TRANSIT & PARKING RELATED EXPENSES

Alion offers Pre-Tax Mass Transportation and Parking related benefits. Employees have the capability of downloading directly onto Smartcards and the ability to submit receipts for other mass transit transportation (van pools, train and bus).

www.alionscience.com/careers