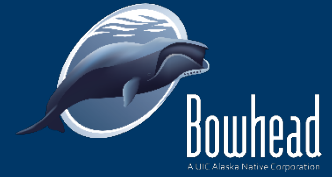


BENEFITS AT A GLANCE - SCA

The Bowhead Family of Companies



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| MEDICAL, DENTAL, AND VISION | Cafeteria-125 group plan provides BCBS medical, VSP vision, and/or Aetna dental insurance |
| LIFE INSURANCE AND ACCIDENTAL DEATH/DISEMBLEMENT (ADD) | Life: 2 x salary, max of \$200K, ADD: 2 x salary, max of \$200K |
| SHORT TERM DISABILITY | 60% of weekly earnings- max of \$1,500/week for 13 weeks |
| SHORT TERM DISABILITY BUY UP PLAN (VOLUNTARY) | Extra 10% of weekly earnings (70% total benefit combined with basic disability benefit), max of \$2,000/week for 13 weeks |
| LONG TERM DISABILITY | 60% of monthly earnings, max of \$7,500/month |
| EMPLOYEE ASSISTANCE PROGRAM | Six Employee Assistance Program (EAP) sessions per problem |
| CIGNA MY SECURE ADVANTAGE | Services to help with identity theft issues. Services to help build your will and other legal documents. Money coaching. |
| SECURE TRAVEL PROGRAM | Provides emergency medical evacuation assistance and travel services when traveling more than 100 miles away from your home |
| CIGNA ASSURANCE PROGRAM | Support and assistance such as counseling and financial guidance after the loss of a covered loved one |
| SUPPLEMENTAL LIFE AND ADD | Voluntary coverage for employee, spouse, and dependents |
| 401(K) | Employer matching contribution up to 3% of gross eligible wages up to the annual maximum wages established by Federal law. 3% employer match is included in H&W calculations. All contributions are 100% vested. Traditional and Roth 401(K) options are available. |
| DEPENDENT CARE AND HEALTH FSAs | Pre-taxed deductions for dependent care or health expenses |
| CRITICAL ILLNESS PLAN | Pays a one-time lump sum benefit amount upon initial diagnosis of a covered disease or illness |
| PARKING/TRANSIT FSA | Parking: pre-taxed payroll deduction up to \$265/month Transit: pre-taxed payroll deduction up to \$265/month |
| REFERRAL BONUS | \$1,000 bonus/exempt employee hired. \$500 bonus/non-exempt employee hired. Referred and referring employee must be employed for six months. Certain contracts and companies are excluded |
| ADDITIONAL BENEFITS | Tricare Supplemental Plan, Verizon or AT&T wireless discount, Microsoft Office 2016 discount, and car rental discounts with National and Enterprise |

CONTINUING EDUCATION
Tuition Assistance
Based on contract allowance

UIC University
Provides FREE access to over 2,500 courses, books, and videos online.

HOLIDAYS
Determined based on contract. Please reference the wage determination for the contract you support or check with your Bowhead supervisor for the holiday schedule.

PERSONAL LEAVE
Determined based on contract. Please reference the wage determination for the contract you support or check with your Bowhead supervisor.