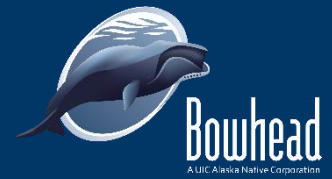


BENEFITS AT A GLANCE

The Bowhead Family of Companies



MEDICAL, DENTAL, AND VISION	Cafeteria-125 group plan provides BCBS medical, VSP vision, and/or Aetna dental insurance	CONTINUING EDUCATION <u>Tuition Assistance</u> Based on contract allowance
LIFE INSURANCE AND ACCIDENTAL DEATH/DISEMEMBERMENT (ADD)	Life: 2 x salary, max of \$200K, ADD: 2 x salary, max of \$200K	<u>UIC University</u> Provides FREE access to over 2,500 courses, books, and videos online.
SHORT TERM DISABILITY	60% of weekly earnings- max of \$1,500/week for 13 weeks	<u>HOLIDAYS (11)</u>
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	<ul style="list-style-type: none"> • New Year's Day • Martin Luther King Day • President's Day • Memorial Day • Juneteenth • Independence Day • Labor Day • Columbus Day • Veteran's Day • Thanksgiving Day • Christmas Day
LONG TERM DISABILITY	60% of monthly earnings, max of \$7,500/month	<u>PERSONAL LEAVE</u> Vacation and sick leave is combined as personal leave.
EMPLOYEE ASSISTANCE PROGRAM	Six Employee Assistance Program (EAP) sessions per problem	<u>40 or more hours/week</u>
CIGNA MY SECURE ADVANTAGE	Services to help with identity theft issues. Services to help build your will and other legal documents. Money coaching.	< 2 yrs 15 days
SECURE TRAVEL PROGRAM	Provides emergency medical evacuation assistance and travel services when traveling more than 100 miles away from your home	2 yrs 18 days
CIGNA ASSURANCE PROGRAM	Support and assistance such as counseling and financial guidance after the loss of a covered loved one	3 yrs 19 days
SUPPLEMENTAL LIFE AND ADD	Voluntary coverage for employee, spouse, and dependents	4 yrs 21 days
401(K)	Employer matching contribution up to 3% of gross eligible wages up to the annual maximum wages established by Federal law. All contributions are 100% vested. Traditional and Roth 401(K) options are available.	5-10 yrs 22+ days/yr
DEPENDENT CARE AND HEALTH FSAs	Pre-taxed deductions for dependent care or health expenses	15 yrs 28 days
CRITICAL ILLNESS PLAN	Pays a one-time lump sum benefit amount upon initial diagnosis of a covered disease or illness	30 yrs 30 days
PARKING/TRANSIT FSA	Parking: pre-taxed payroll deduction up to \$280/month Transit: pre-taxed payroll deduction up to \$280/month	<u>32-39 hours/week</u>
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	< 2 yrs 12 days
ADDITIONAL BENEFITS	Tricare Supplemental Plan, Verizon or AT&T wireless discount, and car rental discounts with National and Enterprise	2 yrs 14.4 days
		3 yrs 15.2 days
		4 yrs 16.8 days
		5 yrs 17.5 days
		6 yrs 18.4 days
		7 yrs 19.2 days
		8 yrs 20 days
		10 yrs 20.8 days
		15 yrs 22.4 days
		20 yrs 24 days

