



Benefits at a Glance

Benefit coverage begins on the first day of the month after date of hire OR the date of hire if it coincides with the first day of the month. Below is a list of benefits offered by the Company:

Medical, Dental & Vision

Cafeteria-125 group plan which provides for medical, vision, and/or dental insurance.

Life Insurance – Accidental Death/Dismemberment (ADD)

2 X salary, max of \$200K (Life) - 2 X salary, max of \$200K (ADD)

Coverage begins on the first day of month after date of employment OR the date of hire if it coincides with the first day of the month

Short Term Disability

60% of weekly earnings-max of \$1500/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 \$2000/week for 13 weeks

Long Term Disability

60% of monthly earnings-max of \$7500/month

Employee Assistance Program (EAP)

6 EAP Sessions per problem

Identity Theft Program

Provides resolution services to help you work through identity theft issues

Will Preparation Program

Services to help you build your will and other legal documents

Secure Travel Program

Provides emergency medical evacuation assistance and travel services when traveling more than 100 miles away from your home

CIGNAssurance Program

Support and assistance such as counseling and financial guidance after the loss of a covered loved one



Supplemental Life and AD&D Insurance

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. All contributions are 100% vested. Traditional and Roth 401K options are available.

Dependent Care Reimbursement Plan

Dependent Care -pre-taxed payroll deduction up to \$5,000 per year

Critical Illness Plan

Pays a one-time lump sum benefit amount upon initial diagnosis of a covered disease or illness

Parking / Transit Reimbursement Plan

Parking - pre-taxed payroll deduction up to \$260.00 per month

Transit - pre-taxed payroll deduction up to \$260.00 per month

UIC University

UIC University provides you access to over 1,500 courses and 1,000 books and videos on-line, at no cost to you!

Holidays (10 days)

New Year's Day, Martin Luther King Day, Presidents Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, Christmas Day

Personal Leave

Completed Length of Service with Bowhead:

40 or more hours/week:

Under 2 years: 15 days
2 yrs. — 18 days
3 yrs. — 19 days
4 yrs. — 21 days
5 yrs. — 22 days
6 yrs. — 23 days
7 yrs. — 24 days
8 yrs. — 25 days
10 yrs. — 26 days
15 yrs. — 28 days
20 yrs. — 30 days

32 to 39 hours/week:

Under 2 years: 12 days
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



Additional Benefits

Tricare Supplemental Plan
Verizon Wireless or AT&T cellular discount
Microsoft Office 2016 discount