

Benefits at a Glance (CBA)

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. 3% employer match is included in H&W calculations. All contributions are 100% vested. Traditional and Roth 401K options are available. The company sponsored 401(k) plan excludes employees who are part of a Collective Bargaining Agreement (CBA), unless negotiated in by the CBA. Please check your CBA for information regarding eligible 401(k) plans.

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

Holidays are based on what is written in the collective bargaining agreement for the contract supported. Please reference the collective bargaining agreement or check with your Bowhead supervisor for the holiday schedule.

Personal Leave

Personal leave is based on what is written in the collective bargaining agreement. Please reference the collective bargaining agreement or check with your Bowhead supervisor for the leave schedule.

Additional Benefits

Tricare Supplemental Plan

Verizon Wireless or AT&T cellular discount

Microsoft Office 2016 discount