



# **Benefits at a Glance (Alaska)**

**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 \$265.00 per month

Transit - pre-taxed payroll deduction up to \$265.00 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 (11 days)**

New Year's Day, Presidents Day, Memorial Day, Independence Day, Labor Day, Alaska Day, Veteran's Day, Thanksgiving Day, Day following Thanksgiving Day, Christmas Eve Day, Christmas Day

### **Personal Leave**

Completed Length of Service with Bowhead:

#### Accrual Rate for full time employees:

0-2 yrs. – 20 days

2-4 yrs – 25 days

5 yrs and above – 30 days



### **Additional Benefits**

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