



BOWHEAD
AN ALASKA NATIVE COMPANY

Employee Benefits At A Glance

Medical | Dental | Vision | Life | Disability | Additional Benefits

BENEFIT TYPE



MEDICAL, DENTAL, AND VISION —

Cafeteria-125 group plan provides BCBS medical, VSP vision, and/or Aetna dental insurance



LIFE INSURANCE AND ACCIDENTAL DEATH DISMEMBERMENT (ADD) —

Life: 2 x salary, max of \$200K, ADD: 2 x salary, max of \$200K



SUPPLEMENTAL LIFE AND ADD —

Voluntary coverage for employee, spouse, and dependents



SHORT TERM DISABILITY BUY UP PLAN (VOLUNTARY) —

Extra 10% of weekly earnings (70% total benefit combined with basic disability benefit), max of \$2,500/week for 13 weeks.



401(K) —

Employer matches up to 3% of gross eligible wages (subject to federal limits). Contributions are 100% vested, with Traditional and Roth 401(k) options available.



PARKING/TRANSIT FSA —

Parking: pre-taxed payroll deduction for parking expenses
Transit: pre-taxed payroll deduction for commuter expenses



ADDITIONAL BENEFITS —

Hospital & Accident Plans, Tricare Supplemental Plan, Verizon or AT&T wireless discount, Figo Pet Insurance Program, LifeBalance Discount Program, Legal Assistance Plan, Identity Theft Plan.



DEPENDENT CARE AND HEALTH FSAs —

Pre-taxed deductions for dependent care or health expenses



SECURE TRAVEL PROGRAM —

Provides emergency medical evacuation and travel assistance when you are 100 miles or more from home.



CIGNA MY SECURE ADVANTAGE —

Services to help with identity theft issues. Services to help build your will and other legal documents. Money coaching.



SHORT TERM DISABILITY —

60% of weekly earnings- max of \$2,000/week for 13 weeks



LONG TERM DISABILITY —

60% of monthly earnings, max of \$7,500/month



REFERRAL BONUS —

\$1,000 referral bonus for exempt hires and \$500 for non-exempt hires. Both employees must remain employed for six months. Some contracts and companies are excluded.



CRITICAL ILLNESS PLAN —

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



CIGNA ASSURANCE PROGRAM —

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



EMPLOYEE ASSISTANCE PROGRAM —

Six Employee Assistance Program (EAP) sessions per problem.

CONTINUING EDUCATION

Tuition Assistance:

Reimbursement up to \$5,250 per year based on contract allowance.

UIC University:

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

11 PAID HOLIDAYS

- 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

PERSONAL LEAVE

Vacation and sick leave is combined as personal leave.

40 or more hours/week

- 40 or more hours/week
- < 2 yrs 15 days
- 2 yrs 18 days
- 3 yrs 19 days
- 4 yrs 21 days
- 5-10 yrs 22+ days/yr
- 15 yrs 28 days
- 20 yrs 30 days

32-39 hours/week

- < 2 yrs 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



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