



SCA BENEFITS AT A GLANCE

Employee

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). 3% employer match is included in H&W calculations. 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:

Based on contract allowance.

UIC University:

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

HOLIDAYS

Determined based on contract. Please reference the wage determination for the contract you support or check with your Bowhead supervisor for the holiday schedule.

PERSONAL LEAVE

Determined based on contract. Please reference the wage determination for the contract you support or check with your Bowhead supervisor.



Headquarters Springfield, VA | (703) 578.6244
UICGS.Recruiting@bowhead.com
www.bowhead.com

UIC Government Services, LLC and its Bowhead family of companies are part of the Ukpeaġvik Iñupiat Corporation, an Alaska Native Corporation.

