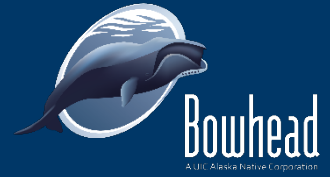


BENEFITS AT A GLANCE - SCA

The Bowhead Family of Companies



MEDICAL, DENTAL, AND VISION

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

LIFE INSURANCE AND ACCIDENTAL DEATH/DISEMEMBERMENT (ADD)

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

SHORT TERM DISABILITY

60% of weekly earnings- max of \$1,500/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 \$2,000/week for 13 weeks

LONG TERM DISABILITY

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

EMPLOYEE ASSISTANCE PROGRAM

Six Employee Assistance Program (EAP) sessions per problem

CIGNA MY SECURE ADVANTAGE

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

SECURE TRAVEL PROGRAM

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

CIGNA ASSURANCE PROGRAM

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

SUPPLEMENTAL LIFE AND ADD

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 401(K) options are available.

DEPENDENT CARE AND HEALTH FSAs

Pre-taxed deductions for dependent care or health expenses

CRITICAL ILLNESS PLAN

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

PARKING/TRANSIT FSA

Parking: pre-taxed payroll deduction up to \$300/month
Transit: pre-taxed payroll deduction up to \$300/month

REFERRAL BONUS

\$1,000 bonus/exempt employee hired. \$500 bonus/non-exempt employee hired. Referred and referring employee must be employed for six months. Certain contracts and companies are excluded

ADDITIONAL BENEFITS

Tricare Supplemental Plan, Verizon or AT&T wireless discount, Figo Pet Insurance Program, LifeBalance Discount Program

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.