

Benefits Overview

Your Health:

- Medical Insurance
- Dental Insurance
- Vision Insurance
- Short & Long Term Disability

Life Outside of Work:

- Paid Holidays
- Paid Vacation
- Employee Assistance Program

Your Future:

- Bonus Incentive Plan
- Pension Plan
- 401k with Company Match
- Tuition & Educational Assistance

Financial Security

- Above-average salaries for aerospace industry and area
- Results Based Incentive compensation arrangement
- Top-notch 401(k) plan:
 - Immediate eligibility and vesting
 - Pre-tax savings up to 50%
 - Automatic enrollment at 5%
 - Declining company match on first 6% of savings
 - Diverse investment options in top-rated investment company
- Results Based (defined contribution) Pension Plan
- Health Savings Accounts
- Section 125 - pre-tax reimbursement account for health and dependent care
- Company-paid employee life insurance, two times annual salary
- Optional additional employee life insurance, up to two times salary
- Optional family life insurance
- Accidental death & dismemberment insurance
- Company travel insurance
- Annual personal total compensation statement helpful in retirement and financial planning

Professional Growth

- State-of-the-art technologies to perform your job
- 100% college tuition reimbursement; prepayment plus textbook assistance
- Skills training
- Company-wide leadership training
- Career pathing - internal job postings and promotions
- Broad responsibility early in one's career
- Company service awards

Health & Well-Being

- Consumer-driven Health Plan with pre-tax premiums
 - 100% coverage for most preventive care
 - 70-90% coverage for other expenses (post-deductible), based on providers chosen
- Dental Plan with pre-tax premiums
- Extended Sick Benefit - pays 70% of salary
- Long-term Disability Income - pays 60% of salary
- Worker's Compensation for job-related illness or accident
- Employee assistance plan to help with family, emotional, legal, and financial problems
- Medical Leaves of Absence (FMLA)
- Wellness rooms on site

Paid Time Off and "R&R"

- Twelve paid holidays including time off between Christmas and New Year's Day
- Generous Paid Time Off (PTO) for vacation, personal days, family illness, sick time
 - Sixteen days in first year of employment, growing to 26 days annually
- Paid jury duty, military reserve leave
- Exercise facility, locker rooms, basketball court, soccer/football field
- Company newsletter - The Jet Courier
- Booster Club - company picnics, children's Christmas parties, golf leagues, bowling leagues, pool tournaments, and dart leagues.
- On-site cafeteria with meals, snacks, and drinks
- Recreation room