

THE CIRRUS LIFE™



Benefits At A Glance



About This Summary and Eligibility

Cirrus Aircraft strives to be an employer of choice by attracting and retaining talent. Our employees are our greatest resource. As such, we believe in providing a competitive, high quality, and affordable benefits package that is attractive, supports our vision, and recognizes the shared cost responsibility between individuals and Cirrus.

Employees who regularly work a minimum of 25 hours + per week are eligible for group insurance benefits on the first day of the month following or coinciding with date of employment. In general, eligible dependents include an employee's spouse and dependent children to age 26.

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- **Medical** - Cirrus offers two medical plans to choose from – a High Deductible Health Plan with Health Savings Account (HDHP with HSA) and a Traditional Plan. Both plans are self-funded and administered by Blue Cross/Blue Shield (BC/BS). Both plans cover In-Network Well-Child Care and Adult Preventive Care at 100% with no deductible. There is an 80/20 coinsurance after the deductible for most benefits in network. Coverage options include Employee Only, Employee + Spouse or Child(ren) and Employee + Family. Cirrus also makes a contribution to the Health Savings Account (HSA) to those enrolled in the HDHP.
- **Dental** – coverage is provided through Delta Dental. Preventive and diagnostic treatment is covered at 100%; Basic services are covered at 80%; Major services and Orthodontics are covered at 50%. There is a \$1,500 annual benefit maximum per person. Coverage options include Employee Only, Employee + Spouse or Child(ren) and Employee + Family.
- **Vision** – a voluntary plan is available through Avesis. It provides discounts and allowances towards eyewear and lasik. Coverage options include Employee Only, Employee + Spouse or Child(ren) and Employee + Family.
- **Group Term Life/AD & D Insurance** – Cirrus provides Life/AD & D insurance coverage of one times annual basic earnings to a maximum. This is a Cirrus paid benefit. For added protection, supplemental life insurance coverage may be purchased for the employee, spouse and child(ren) through Cigna.
- **Short Term and Long Term Disability** – this income protection is provided through Cigna if the employee becomes disabled and is unable to work for an extended period. Disability benefit is 60% to a maximum.
- **401(k) Retirement Plan** –Some key features of the plan include traditional pre-tax deferrals and Roth after-tax deferrals which can begin immediately, the Cirrus matching contribution of up to 4% is after six months, 100% vesting and many investment options to choose from. The plan accepts rollover contributions.
- **Time Off Benefits** – Cirrus currently provides various time off benefits to eligible employees including vacation time, personal/sick time, six paid holidays and other paid time for funeral leave, jury duty, etc. Cirrus also provides one paid day for volunteering out in our communities each year, as well as one week of paid parental leave to new parents.
- **Life Assistance Plan** – free confidential help is offered to employees and their family members 24/7.
- **Other Benefits** – Cirrus provides a number of other perks and benefits including Flexible Spending Accounts (Medical FSA and Dependent Care FSA), Cirrus Flying Club, Cirrus Events (Holiday Party, Summer Picnic, etc.), Length of Service Awards, Cirrus Activities and Clubs, Tuition Assistance and Continuing Education, Cirrus Connection (Store) Discounts and other Employee Discount Programs, Free Parking and Free Coffee.

This summary provides an overview and highlights the benefits offered to employees. Please note that this is a summary only and the actual plan documents detail each benefit plan. In the event of any contradiction between the information appearing in this summary or any of the actual plan documents, the actual plan documents shall govern in all cases. Cirrus also reserves the right to amend or terminate any of these programs or to require or increase employee premium contributions towards any benefits at its discretion. (3/19)