



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.

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.

## Benefits At a Glance

### Medical

Cirrus offers three medical plans to choose from – two High Deductible Health Plans with Health Savings Account (HDHP with HSA) and a Traditional Plan. The plans are self-funded and administered by Blue Cross/Blue Shield Minnesota (BCBSMN). The 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 a 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 EyeMed. 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 benefits are "non-taxable" and provide a 60% benefit up 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 5% 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 PTO, eight 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 two weeks 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 focuses on your wellness in three main areas including Health, Work and Social. Equipping employees for well-being with a variety of benefits and tools is a growing priority at Cirrus. In addition, Cirrus provides a number of other perks and benefits including a monthly fitness incentive, 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.