

# Benefits at a GLANCE

## 2020-2021



At Silver Air, we give our employees the tools to succeed both on and off the job. Our benefits package provides comprehensive coverage to help employees protect their health and earning power and prepare for the future. In addition, we offer a number of perks and programs that help employees grow in their career and make Silver Air a great place to work!

<b>ANTHEM MEDICAL</b>	<b>In-Network Deductible</b>	<b>In-Network OOP Max</b>	<b>In-Network Office Copays</b>	<b>In-Network Coinsurance</b>
<i>Gold PPO</i>	\$500 per individual \$1,500 per family	\$7,250 per individual \$14,500 per family	\$30 PCP \$60 Specialist	20%
<i>Silver PPO</i>	\$2,000 per individual \$4,000 per family	\$6,500 per individual \$13,000 per family	30% PCP / Specialist	30%

<b>DELTA DENTAL</b>	<b>In-Network Deductible</b>	<b>Annual Max Benefit</b>	<b>In-Network Coinsurance</b>
<i>Dental PPO</i>	\$50 per individual \$150 per family	\$1,500 per individual	0% Preventive 10% Basic 40% Major

<b>VSP VISION</b>	<b>Copays</b>	<b>Allowance</b>	<b>Frequency of Exam, Frames / Lenses, Contacts</b>
<i>VSP Choice Network</i>	\$10 Exam \$25 Materials	\$130 Frames \$130 Contacts	1x per 12 months

<b>SYMETRA LIFE /AD&amp;D</b>	<b>Max Benefit Amount</b>	<b>Guaranteed Issue</b>
<i>Basic Life and AD&amp;D</i>	\$50,000	\$50,000
<i>Vol Life and AD&amp;D</i>	Lesser of 5x annual earnings or \$200,000 Employee \$100,000 Spouse \$10,000 Child	\$100,000 Employee \$30,000 Spouse \$10,000 Child

<b>EMPLOYEE MONTHLY COST</b>	<b>GOLD PPO (BUY-UP)</b>	<b>Silver PPO (BASE)</b>	<b>Dental</b>	<b>Vision</b>
<i>EE Only</i>	Contributions vary, please log into <a href="#">PayCom</a> to determine your per pay period cost.	\$0.00 Silver Air pays 100% for you and your dependents	\$0.00	\$0.00
<i>EE + Spouse /DP</i>			\$47.63	\$5.23
<i>EE + Child(ren)</i>			\$54.20	\$5.96
<i>EE + Family</i>			\$105.72	\$12.59

### RETIREMENT PROGRAM

- Employees have the option of a Traditional 401K Account or a Roth 401K Account with Empower Retirement - to help save for retirement.
- Silver Air matches up to 5% of employee contributions per year; Silver Air's match has a 4-year vesting schedule