

EMPLOYEE BENEFITS

**Available to Part-Time Employees*

Recruitment@EvertsAir.com



Everts Air is committed to supporting our employees with a comprehensive benefits package. From health and life insurance to retirement savings and time off, we offer benefits designed to meet the diverse needs of our team and their families.

HEALTH INSURANCE

Medical Plan offers:

- Two plan options to fit your level of needs
- Pharmacy Plan
- Vision Care
- In-Network Providers in Alaska and Continental United States

Dental Coverage:

- Separate election
- Covers preventative, basic, and major services

LIFE INSURANCE / AD&D*

Basic Life Insurance & AD&D:

- Available for Full-time Employees at no cost
- \$20,000 Basic Life Insurance
- \$20,000 AD&D Insurance

Supplemental Life Insurance & AD&D:

- Up to five times their annual salary or \$150,000
- Coverage available for Spouse and/or Children
- Portability option

401(K) RETIREMENT SAVINGS PLAN*

- Available to full-time, part-time, and seasonal employees upon meeting plan eligibility criteria
- Employer-sponsored retirement savings plan with company matching contributions
- Employer contributions vest over time based on length of service
- Loan and hardship withdrawal options available, subject to plan guidelines
- Employees may adjust contribution elections each pay period

TIME OFF*

- PTO accrues immediately upon hire with accrual rates that increase with tenure
- PTO rollover and cash-out provisions apply in accordance with company policy
- Two floating holidays annually for full-time employees
- Paid company holidays for full-time employees
- Paid Jury Duty Leave for full-time employees

EMPLOYEE ASSISTANCE PROGRAM

- Free confidential program
- Available to all employees and eligible family members
- Professional assistance with education, counseling, and referral services
- Child Care and Elder Care Consultations
- Legal Services & Financial Services
- Counseling & ID Theft and Fraud Resolution
- Home Ownership Consultation services

COMPLIANCE

Everts Air is a drug- and alcohol-free workplace committed to equal employment opportunities, fair and transparent pay practices, and an inclusive environment for all employees and applicants. Due to the nature of our operations, some roles may require background checks and compliance with federal aviation security standards.

Benefits subject to change. Eligibility waiting periods may apply before certain benefits may take into effect. Please contact HR for any questions related to benefits.