



Cirrus Aircraft strives to be an employer of choice by offering competitive pay, providing high-quality and affordable benefits, and attracting and retaining top talent. Our employees are our greatest resource, and we believe in offering compensation and benefits packages that support our vision and recognize 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 up to age 26.

Benefits At A Glance: Medical, Dental and Vision Plans have coverage options for Employee Only, Employee + Spouse or Child(ren) and Employee + Family.


MEDICAL

Cirrus has three medical plans options: two different High Deductible Health Plans with Health Savings Accounts (HDHP with HSA) and one Traditional PPO Plan.

The plans are self-funded and administered by Blue Cross / Blue Shield of Minnesota (BCBSMN).

The plans cover In-Network Well-Child Care as well as Adult Preventive Care 100% with no deductible. The plans include an 80/20 coinsurance after the deductible for most benefits in network.

Cirrus also contributes to the Health Savings Account (HSA) of those enrolled in a HDHP.


DENTAL

Coverage is provided through Delta Dental. Preventive and diagnostic treatment is 100% covered. Basic services are 80% covered.

Major services and Orthodontics are 50% covered. There is a \$1,500 annual benefit maximum per person.


VISION

A voluntary plan is available through EyeMed. It provides discounts and allowances towards eyewear and Lasik.


TIME OFF BENEFITS

Cirrus currently provides various time off benefits to eligible employees including:

- 100 Hours Of Paid Time Off For Hourly Employees In The First Year
- Eight Paid Holidays
- Paid Time For Funeral Leave & Jury Duty
- Two Weeks Of Paid Parental Leave For New Parents


GROUP TERM LIFE/AD&D INSURANCE

Life/AD&D insurance coverage of one times annual basic earnings to a maximum. This is a Cirrus paid benefit.

Supplemental life insurance coverage may be purchased for extra protection through New York Life for the employee, spouse and child(ren).


OTHER BENEFITS

- Cirrus Store Discounts & Other Employee Discount Programs
- Cirrus Events (Annual Holiday Party, Summer Picnic, Etc.)
- Flexible Spending Accounts (Medical & Dependent Care)
- Length Of Service Awards
- A Monthly Fitness Incentive
- Life Assistance Plan - 24/7, Free, Confidential Help For Employees & Family Members
- Cirrus Flying Club With Aircraft Rentals Starting At \$50/hr
- Tuition Assistance & Continuing Education
- Cirrus Clubs & Activities
- Wellness Initiatives
- Free Parking & Coffee


401(K) RETIREMENT PLAN

A few of the key features of retirement plans through Cirrus can include traditional pre-tax deferrals and Roth after-tax deferrals which can begin immediately through Empower.

Cirrus will match an employee's contribution up to 5% after three months of employment.

Contributions are immediately 100% vested and many investment options to choose from. The plan accepts rollover contributions.


SHORT & LONG TERM DISABILITY

If an employee becomes disabled or unable to work for an extended period, they'll have income protection provided through New York Life.

Disability benefits are non-taxable and provide a 60% benefit up to a maximum.

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. (5/2022)