



SNC[®]

2024 BENEFITS AT A GLANCE

SNC is committed to providing our workforce with comprehensive benefits to care for themselves and their families. SNC is dedicated to preparing our **part-time workforce** for the future by helping you build long-term security for retirement with our 401(k) match, one of the top programs in the A&D industry.

Our wide range of competitive benefits are a vital component of your total compensation. You have the flexibility to select from a full range of benefits to keep you and your family healthy. Our benefits enable our SNC family to dream, innovate and inspire.

Supporting Your Health and Wellbeing

- Medical and Prescription Drug coverage for part-time employees *(30-39 hours per week)*
- Onsite gym & complimentary onsite group fitness classes (Englewood Employees)
- Onsite daycare (Sparks Employees)
- Paid Time Off (PTO)
- Leave support for our active and reserve military members
- Confidential family and personal counseling



Supporting You Financially

- Leading 401(k) match in the A&D industry (150% up to 6%, that is 9%)
- Complimentary 1:1 financial counseling and planning (Fidelity)
- Group rate discounts for pet insurance, home, car insurance, cellphones and more



Supporting Your Career

- Access to Employee Resource Groups (Women, Veterans, Young Professionals)



We support and protect explorers and heroes. Join our team today!

Medical and Prescription Drug Coverage

	PPO Plan		CDHP Plan		[NEW]: Value CDHP	
HSA EMPLOYER CONTRIBUTION	N/A		\$500/\$1,000		N/A	
	IN-NETWORK	OUT-OF-NETWORK	IN-NETWORK	OUT-OF-NETWORK	IN-NETWORK	OUT-OF-NETWORK
You Pay						
Calendar Year Deductible						
Individual	\$750	\$1,500**	\$2,000	\$4,000**	\$5,000	\$10,000**
Family	\$2,250	\$4,500**	\$4,000*	\$8,000**	\$10,000*	\$20,000**
Calendar Year Out-of-Pocket Maximum (Includes Deductible)						
Individual	\$2,750	\$5,500**	\$4,000	\$8,000**	\$7,500	\$15,000**
Family	\$5,500	\$11,000**	\$8,000*	\$16,000**	\$15,000*	\$30,000**
Coinsurance / Copays						
Preventive Care	\$0	50% [†]	\$0	50% [†]	30% [†]	50% [†]
Primary Care Physician	\$20 copay	50% [†]	20%	50% [†]	30% [†]	50% [†]
Specialist	\$40 copay	50% [†]	20%	50% [†]	30% [†]	50% [†]
Urgent Care	\$50 copay	50% [†]	20%	50% [†]	30% [†]	50% [†]
Emergency Room	\$150 copay		20% [†]		30% [†]	50% [†]
Other Services	20%	50% [†]	20%	50% [†]	30% [†]	50% [†]
Pharmacy						
Retail Rx (up to 30-day supply)						
Generic	\$10		\$10 [†]		\$10 [†]	
Brand Preferred	\$30		\$30 [†]		\$30 [†]	
Brand Non-Preferred	\$50		\$50 [†]		\$50 [†]	
Speciality (30 days injectables only)	30% (up to \$250)		30% (up to \$250)		30% (up to \$250)	

* Aggregate: All eligible family members contribute towards the family limit before the plan begins to pay.
 ** Cross applies toward in-network deductible.
 NOTE: If you live outside the United States during a work deployment lasting six months or longer and continue to live outside the United States while no longer on active deployment OR are deployed outside the United States for greater than 330 days a year, please contact the Benefits Department to discuss your benefit options.
 †After deductible

401(k) Retirement Savings Plan

You are eligible to participate in the 401(k) plan following your date of hire provided you are age 21 and have met any other eligibility requirements with SNC.

You may make contributions from your pay on a pretax basis — up to the IRS annual limit.

SNC matches your contributions 150% (\$1.50 company match for each \$1 you defer – up to 6%) of your total eligible compensation on a per pay period basis after one year of employment.

50 years of age or older? You may make a catch-up contribution in addition to the normal IRS annual limit.

150% up to 6%
Yes, that is a 9% 401(k) match!



Vesting schedule is 25% annually, which means you are fully vested at the completion of 4 years of service.

Paid Time-Off

- One (1) hour of PTO for every 30 hours worked
- Max cap of 80 hours per year
- Roll over max for all states except CA is 100%.
 - CA = 150% roll over max

Additional Benefits

- SNC offers our employees access to a variety of benefits:
- Health Advocate
 - Complimentary subscription to Rocket Lawyer legal services
 - Annual awards & spot recognition bonuses