

# 2020 BENEFITS SUMMARY



## FOR IAM REPRESENTED EMPLOYEES – WICHITA, KS

### Medical Plans

#### High Deductible Health Plan (HDHP)

- High-deductible medical plan
- Prescriptions subject to deductible/coinsurance
- Network deductible—\$1,500 individual/\$3,000 family
- No primary care physician (PCP) required—choose any in-network provider
- Teladoc: \$40 copay
- Bombardier contributes to a Health Savings Account:
  - \$500 for individual coverage
  - \$1,000 for family coverage

#### POS Plan

- Managed care plan
- Prescriptions subject to copay and percentage of cost
- Network deductible—\$500 individual/\$1,000 family
- PCP required for Kansas residents only
- Copay—\$25 PCP/\$40 specialist/\$25 Teladoc

#### Medical Plan Premiums (HDHP and POS)

In order to earn reduced premiums, you must earn a minimum of 50 points in the BFit Wellness Program. You can earn points by completing two required activities (a Member Health Assessment and Biometric Screening) for a total of 20 points, as well as earning points from additional incentives. See the Benefits Toolbox for more details.

| Medical Plan Premiums per Paycheck | With Wellness Program Participation |       | Without Wellness Program Participation |       |
|------------------------------------|-------------------------------------|-------|--|-------|
|                                    | HDHP                                | POS   | HDHP                                   | POS   |
| Employee Only                      | \$24                                | \$42  | \$54                                   | \$72  |
| Employee + Child(ren)              | \$36                                | \$76  | \$92                                   | \$131 |
| Employee + Spouse                  | \$44                                | \$93  | \$115                                  | \$162 |
| Employee + Family                  | \$53                                | \$120 | \$141                                  | \$208 |

### Vision Plan

- One vision exam per plan year (two if the employee or dependent has diabetes)
- \$10 copay (exam, frames or lenses)
- New frames and lenses or contacts once per plan year, up to annual dollar limit
- Safety glasses (employees only)
- Must use VSP in-network providers

| Vision Premiums per Paycheck |     |
|------------------------------|-----|
| Employee Only                | \$3 |
| Employee + Child(ren)        | \$6 |
| Employee + Spouse            | \$6 |
| Family                       | \$8 |

### Condition Management Program

- Personalized health coaching and resources to help control certain chronic conditions
- Participation may make you eligible for free or reduced-cost prescription drugs to treat the following conditions:
  - Diabetes
  - Asthma
  - High cholesterol
  - High blood pressure
  - Coronary artery disease
  - Heart failure

### Dental Plan

- No deductible
- Preventive care—covered at 100% of reasonable and customary (R&C) charges
- Restorative care—covered at 80% of R&C charges
- Major dental work—covered at 50% of R&C charges
- Annual plan maximum—\$2,000 per individual (orthodontics not included)
- Braces/orthodontia—covered at 50% of R&C charges
  - Lifetime maximum—\$2,500 per individual

| Dental Premiums per Paycheck |      |
|------------------------------|------|
| Employee Only                | \$10 |
| Employee + Child(ren)        | \$21 |
| Employee + Spouse            | \$21 |
| Family                       | \$34 |

### Health Savings Accounts (HSAs)

If you participate in the HDHP, Bombardier will deposit tax-free money into your HSA that you can use to pay for eligible health care expenses. This amount is prorated based on the date you elect the HSA.

You can contribute to your account through payroll deductions. For 2020, the maximum contribution amounts are \$3,550 for Employee Only coverage and \$7,100 for Family coverage. (These amounts do not include catch-up contributions, if you are eligible.)

### Flexible Spending Accounts (FSAs)

#### Health Care FSA

You can contribute up to \$2,700 pre-tax each year through payroll deductions to help pay for out-of-pocket health care expenses. (You may not enroll in the Health Care FSA if you enroll in the HDHP.)

#### Dependent Care FSA

You can contribute up to \$5,000 pre-tax each year to reimburse yourself for eligible dependent care expenses.

**Note:** Most benefits start on the 76th day of your employment. Eligibility for the 401(k) Plan begins on the first day of the month following 75 days from your date of hire.

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## Life and Disability Insurance

### Company-Provided Coverage

- Basic Life Insurance
  - Employee—\$30,000
  - Spouse and Child(ren)—\$2,000
- Basic Accidental Death and Dismemberment (AD&D) Insurance
  - Employee—\$30,000 plus an additional \$100,000
- Short-Term Disability (STD) Insurance—Employee Only coverage
- Maximum benefit levels apply to all coverages

### Optional Coverage

- Supplemental Life Insurance—coverage for employee, spouse and child(ren)
- Maximum benefit levels apply to all coverages

## Retirement

### 401(k) Plan

- Eligibility begins on the first day of the month following 75 days from your date of hire
- You can contribute from 1% to 75% of your gross salary, up to the annual IRS maximum
- Bombardier will match 50% of your contributions, up to 6% of your gross pay
- 100% vesting in the company match after four years of continuous employment
- 8 core investment funds and 4 target risk funds from which to choose
- Loans are available (maximum of one; restrictions apply)

### Pension Plan

- Pension benefits begin accruing after you complete one year of service
- Fewer than five years of service—no vesting
- Five or more years of service—100% vested
- Pension benefit will be based on years of credited service

## Bombardier Stock Purchase Plan

- Immediate eligibility
- You can contribute from 1% to 20% of your base annual salary
- Annual U.S. plan contribution cap—\$5 million

## Bombardier US Perks at Work

This free savings program offers employees and their families exclusive savings on travel, electronics, apparel, entertainment, home and fitness.

## Paid Time Off (PTO)

### Holidays

You will receive a certain number of holidays per year based on the Collective Bargaining Agreement between Bombardier Learjet and the International Association of Machinists and Aerospace Workers.

### Vacation

You will earn vacation based on your hire date and years of service. For details, see the Collective Bargaining Agreement between Bombardier Learjet and the International Association of Machinists and Aerospace Workers.

### Authorized Time Off (ATO)

ATO administration varies based on the Collective Bargaining Agreement between Bombardier Learjet and the International Association of Machinists and Aerospace Workers.

## Other Benefits

- Employee Assistance Program (EAP)—for employees and dependents
- Employees Club
- Fitness Reimbursement Program
- Prepaid Legal and Identity Theft Protection
- Career Development Plan
- Other local/regional benefits (see your Human Resources representative)

For questions, call the Employee Service Center at 316-946-2372 or 877-441-2372. For details on Bombardier benefits, go to the Benefits Toolbox at [www.benefitstoolbox.com](http://www.benefitstoolbox.com).

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