



## Compensation & Benefits Summary

If you are selected to work with Kelowna Flightcraft, you can expect the following compensation and benefits package once you have completed your 3-month probationary period. Please note that you cannot opt out of individual parts of the overall package.

### Compensation

The goal of our compensation policy is to pay market competitive wages while allowing consistently strong employees the opportunity to exceed market levels based on performance. These wages are combined with a benefit package to form the total compensation policy for the Company. This policy combined with a participative and positive work environment will allow Kelowna Flightcraft to acquire and retain talented employees in aviation.

### Benefits

**Medical Coverage** – basic (provincial) coverage and extended health care coverage for you, your spouse and dependent children. Extended medical includes up to 80% coverage on most prescription drugs, \$200 every two years for eyeglasses or contacts and a variety of other medical services and equipment.

**Dental Coverage** – we provide preventative and basic dental care at 80% coverage and Major Coverage (ex. Crowns and Bridges) at 50% for you, your spouse and dependent children up to \$2500 a year per person. We also cover 50% of Orthodontics (up to \$2000 total) for each dependent child.

**Health Spending Account** – offered to assist in covering medical or dental expenses not covered by our Benefits Plan for you, your spouse or your dependents. For the HSA, dependents may include extended family if you claim their expenses on a federal tax return.

**Medi-Passport** – we provide emergency travel assistance for you, your spouse and dependent children for your vacations (out of province or country).

**Annual Vacation** – you will be entitled to 2 weeks vacation after your first year of employment. This increases to 3 weeks after 3 years of service, 4 weeks after 8 years, and 5 weeks after 15 years.

**Employee & Family Assistance Program** – Wilson Banwell provides a number of support functions including private, confidential counselling services for you, your spouse and your dependent children.

**\*Life Insurance** – covered at 1x your annual salary (minimum of \$60,000 to a maximum of \$100,000). Life insurance for your spouse and dependent children is \$10,000.

**Accidental Death & Dismemberment Insurance** – we provide you with AD&D coverage that covers you 24 hours a day, anywhere in the world, for specified accidental losses occurring on or off the job.

**Sick Days** – the Company allows you up to 48 hours paid sick time each 6-month period.

**\*Disability Insurance** – short and long term disability wage protection covers you in the event you are unable to work due to injury or illness out side of work.

**Pension Plan** – after 1 year of service you are eligible to enrol in the Company's defined contribution pension plan, which allows you to contribute 3% of your normal earnings to Mutual Funds and have the Company match your contribution. Matching contributions grow to 5% based on years of service. The matching contributions become vested after 2 years enrolment in the plan.

**Workers Compensation Insurance** – is provided for you in the event of a work place injury.

**Canada Savings Bonds** – are available for purchase annually through payroll deduction.

**Statutory Holidays** – you will be entitled to paid time off for 10 Statutory Holidays after 30 days of employment.

**Leaves of Absence** – unpaid leaves are available for Maternity Leave, Parental Leave, Jury Duty, and Military & Reservists Duty. Bereavement Leave is also available for the loss of an immediate family member, with up to 3 days wages paid.

**Rest Periods** – when scheduled for an 8-hour shift, you are provided two 15-minute rest breaks and an unpaid ½ hour lunch break. If you are working an afternoon shift, your lunch break will be paid time.

**Uniforms** – operating employees (AME's, technicians etc.) are provided a combination of coveralls and uniforms. Support positions (parts counter, shipping / receiving etc.) are provided uniforms.

**Tool Purchase Plan** – arrangements can be made through our Accounting Department to allow AME's to purchase tools from the Company and re-pay with post-dated cheques on scheduled intervals. Tool insurance, however, is your responsibility.

***\* The asterisks marks benefits where the employee pays the premium. This allows for the benefit to be non-taxed if used.***

Please note that these are the benefits in place as of July 1, 2008 but are subject to periodic review and change. Full plan details are available in the benefits package provided post hire.