

HERITAGE AVIATION CAREERS TOTAL REWARDS

A career at a 100% Employee-Owned Vermont Certified B Corporation is much more than a paycheck! In addition to our competitive wages and employee stock, there are many additional benefits that make our **Total Compensation** package:

- ✓ Comprehensive benefits package available to full-time team members on day one. Benefits package includes medical, dental, and vision insurance.
- ✓ Heritage Aviation contributed Healthcare Reimbursement Account.
- ✓ Flexible Spending Account.
- ✓ Life Insurance and AD&D coverage at no cost to employees.
- ✓ Short-Term and Long-Term disability coverage at no cost to employees.
- ✓ Employee Stock Ownership Plan.
- ✓ 401(k) with matching contributions.
- ✓ Bonus eligibility.
- ✓ Employee Assistance Program at no cost to employees.
- ✓ Paid Time Off including holidays, vacation, and personal time.
- ✓ Relocation stipend available.

Safety & Wellness

Healthy team members are happy and engaged team members! At Heritage Aviation, wellness and safety are integrated into our daily lives. Through health and safety initiatives and offerings, the goal is to drive each team member's success!

- ✓ On-site fitness center.
- ✓ Wellness Reimbursement Program.
- ✓ Financial wellness seminars.
- ✓ Wellness challenges including softball, volleyball, and hockey teams.

Team Member Development

At Heritage Aviation, we promote and foster individual and organizational effectiveness by developing and offering an array of innovative and diverse training programs in support of the organization's commitment to employee development, partnerships, and organizational enrichment. Our professional development includes sharing knowledge and expertise through classroom learning and self-study sponsoring mentoring opportunities.

- ✓ Heritage Aviation provides quality and effective training designed to increase individual and organization productivity and enrichment programs encompassing technical, soft and leadership skills.
- ✓ Have a desire to go back or finish school? Let Heritage Aviation help. Team members are eligible to receive tuition assistance.
- ✓ Maintenance Apprentice Program (MAP), on-the-job training and formal education to gain the knowledge and experience necessary to earn the FAA Airframe and Powerplant certification.