



THE AEROSPACE ADVANTAGE

TOTAL REWARDS AT THE AEROSPACE CORPORATION

At The Aerospace Corporation, we work in a collaborative and inclusive environment with strong values focused on our mission, innovation, and people. We offer a comprehensive total rewards portfolio with a wide array of employee programs and services. At Aerospace, you can count on an exciting and fulfilling career while being surrounded by the smartest people on the planet.

As we experience the challenges of COVID-19, Aerospace continues to make the health and safety of our employees our top priority. Whether it's enhancing our telework program, adjusting people policies, or offering additional health and well-being resources, Aerospace strives to meet the needs of our employees every step of the way.

HEALTH AND WELFARE

- **Medical Insurance** – Nationwide preferred provider organizations (PPOs/EPOs) and consumer-driven health plans (CDHPs) available; health maintenance organizations (HMOs) available in California, Colorado, and Virginia/Washington, D.C.; Tricare supplement available for eligible employees
- **Dental Insurance** – PPO and HMO plans available
- **Vision Insurance** – Vision Service Plan (VSP)
- **Healthcare and Dependent Care Flexible Spending Accounts (FSAs)** – Set aside pretax dollars for eligible healthcare and dependent care expenses
- **Health Saving Accounts (HSAs)** – Use pretax dollars to pay for eligible medical, dental, and vision expenses (CDHP participants only)
- **Life Insurance** – Company-paid basic and occupational accident; optional supplemental employee-paid life and accident
- **Disability Insurance** – Short- and long-term coverage; optional supplemental employee-paid, long-term disability coverage available
- **Retiree Medical** – Monthly company-paid medical benefit for retirees who meet certain eligibility requirements as outlined in the Retiree Medical Plan summary plan description

PAID TIME OFF

- **Vacation** – 15 paid days per year; 20 days per year after five years of service
- **Holidays** – Nine paid holidays
- **Sick Time** – Exempt employees receive unlimited sick time; nonexempt employees accrue 80 hours of sick time per year
- **Kin Care** – Nonexempt employees may use up to one-half of their annual sick leave to attend to the illness of an eligible family member
- **Parental Leave** – Four weeks of company-paid leave when taken within the first twelve months of the birth, adoption, or foster placement of a child
- **Compensatory Time** – Regular, full-time exempt employees not eligible for overtime are provided with flexibility for hours worked beyond their regular schedule
- **Other Paid and Unpaid Leaves** – Children's school activities, jury duty, bereavement, military, religious observance, and more

PLANNING FOR THE FUTURE

- **401(k) Plan** – Employees receive a total company-paid benefit of 8%, 10%, or 12% of eligible compensation based on years of service and matching contributions; employees are immediately eligible and vested in the plan upon hire
- **Fidelity Workshops** – Offer financial planning tools and one-on-one investment counseling

GROWTH AND CAREER DEVELOPMENT

- **Aerospace University** – Offers virtual and in-person programs to support space, technical, and professional development
- **Educational Assistance** – Includes tuition reimbursement, fellowship program, educational assignment, and eligibility for Public Service Loan Forgiveness (PSLF)
- **Mentoring Program** – The Aerospace Mentoring Initiative was established to aid employees interested in being a mentor or a mentee to create an environment that encourages employee growth
- **Aerospace Rotation Program** – Provides the opportunity to broaden one's perspective and knowledge of company and customer operations by experiencing temporary assignments in other organizations
- **Talent Referral Program** – We offer a talent referral program based on business needs and eligibility

INCLUSIVE WORK ENVIRONMENT

- **Aerospace Employee Association** – Hosts several clubs offering employees opportunities to participate in many social and recreational activities
- **Employee Resource Groups (ERGs)** – Aerospace ERGs were established to bring cultural awareness, enhance career development opportunities, and promote diversity in the workplace

GIVING BACK TO THE COMMUNITY

- **Educational Outreach** – Aerospace conducts a variety of mentoring programs and community efforts, including STEM tours and partnering with colleagues in education, industry, and government
- **Volunteering and Giving** – Aerospace Cares offers opportunities for employees to volunteer their time or donate to charities of their choice

WORK/LIFE FLEXIBILITY

- **Backup Care** – Offers 24/7/365 access to accredited centers and in-home caregivers for children and adults for last-minute or short-term care
- **Cafeteria** – At select locations, we offer onsite cafeteria services for breakfast and lunch
- **Commuter and Rideshare Programs** – Includes a commuter vanpool program, designated carpool parking, ride-matching services, bicycle commuting support, EV chargers, and public transportation reimbursement
- **Employee Assistance Program (EAP)** – Provides you and your household members with no-cost, confidential, and user-friendly resources to help with life's demands. In addition, a virtual onsite provider is available for scheduling.
- **Employee Referral Program** – Incentive-based program where employee referrals are rewarded based on each step of the recruiting process
- **Gym Access** – Free gym access at select locations
- **Parenting and Childcare** – Workshops and lunchtime educational seminars providing extensive pre- and post-natal support to new parents
- **Pet Care** – Dog walkers and experienced pet sitters for drop-in or extended stay needs through Bright Horizons.
- **Relocation Program** – Relocation assistance available for transferring employees who meet eligibility requirements
- **Rewards and Recognition** – We honor the outstanding and distinguished contributions or leadership by employees in support of our strategic imperatives, corporate initiatives, and organizational goals and values
- **Take Our Kids to Work Day** – Annual event where employees can bring their children onsite to promote STEM learning and experience a day at Aerospace
- **Telework** – Aerospace's mission responsive flexibility philosophy allows varying degrees of telework based on employee role and business needs
- **Vacation Donation Program** – Employees may donate their vacation time to other employees in the event of a medical emergency or major disaster
- **Wellness Programs** – Health and wellness programs, resources, and services that enhance the general well-being and quality of life for employees
- **Work Hours** – Full-time employees can work either a standard eight-hour day or a 9/80 schedule with alternate Fridays off