



OUR TOTAL REWARDS PROGRAM



PHI Health is the leading air ambulance provider across the country, providing air medical services and outreach education to local communities and leading healthcare systems. We safely transport more than 22,000 patients each year, operating out of more than 75 bases across the United States. At each base, we maintain a dedicated crew of pilots, clinicians, and maintenance specialists — all exceptionally trained and ready to respond. Come and join our highly skilled, talented and committed team!

Our **Total Rewards Program** is designed to attract, motivate, reward, and retain the talent we need to remain competitive in this Life-Saving Industry. Our many offerings include competitive base pay, health, and welfare benefits, a 401(k) savings plan with company matching, employee recognition programs, safety programs and many other valuable benefits.

In addition to our competitive array of services, over the last two years PHI has made a significant investment in enhancing our base crew quarters across the country. This initiative, includes integration of new and additional computers, refined furnishings, more comfortable living areas with large TVs, new barbeque grills, as well as upgraded bathroom and kitchen facilities. These improvements epitomize our commitment to provide our employees with a comfortable environment conducive to both productivity and well-being.

Compensation: Base Pay and Variable Pay

- » Base Pay
- » Sign-on Bonus
- » Employee Referral Bonus
- » Annual Employee Incentive Bonus
- » Annual Safety Bonus
- » Generous shift bonuses for working extra shifts at hard to staff locations
- » Membership Sales Bonus
- » Holiday Premium Pay
- » Relocation Assistance
- » Dual Certification Bonus
- » Annual Continuing Education Allowance
- » Safety Representative Bonus
- » Safety Chair Bonus
- » Customer Contact Bonus

Health and Welfare Plans

- » Medical and Prescription Plans
- » Telehealth: Virtual Visits Powered by MDLive
- » Dental and Vision Coverage
- » Flexible and Health Savings Accounts
- » **Company Paid:** Basic Life and Accidental Death & Dismemberment (AD&D) Insurance
- » **Voluntary Life Insurance:** Available for employee, spouse, and child(ren).
- » **Short Term Disability (STD)**
- » **Company Paid:** Long Term Disability (LTD)
- » Critical Illness, Accident Insurance, Legal Services, Pet Insurance and Home and Auto Insurance
- » Employee Assistance Plan (EAP)

Retirement Benefits

- » 401(K) Plan, company match 50% up to 6%
- » The company provides an additional and discretionary 3% annual match contingent on company's performance
- » Financial and Retirement Planning Services

Time Off Plans

- » Paid Time Off (PTO)
- » Paid Company Holidays
- » Paid Extended Medical Leave (EML)
- » Paid Jury Duty
- » Paid Emergency Leave
- » Paid Bereavement Leave
- » Leave of Absence Program

Our Employee's Perks

- » Group Discount Marketplace
- » Peer Support, Critical Response Team
- » PHI Cares Membership
- » PHI Credit Union

Yellow and Black Giving Back Foundation

- » Non-profit 501(c)(3) Foundation
- » Provides financial assistance to our employees experiencing hardship
- » It is a public foundation; eligible to receive donations from our employees and the public
- » www.yellowandblackgivingback.org

Career Development

- » New Hire Academy
- » Annual Employee Recurrent Training
- » Initial and Annual New Leader Training
- » Annual Performance Evaluations

Recognition Programs

- » Milestone Service Pins
- » High Five
- » Coin of Excellence
- » Chairman's Award
- » Destination Zero Base Award
- » Toolbox Magnet, Wings pins, and much more

OUR MISSION, VISION, AND VALUES DEFINE US!



MISSION STATEMENT

Help people by operating a highly reliable, well-stewarded, for profit healthcare and transportation business.

VISION

We will move communities to health.

CORE VALUES

Our values are at the heart of every decision we make and are fundamental in guiding our company and each and every one of our employees. **Our core values are:**



SAFETY CULTURE

We have empowered our employees to **Stand Up, Speak Out and Take Action** against unsafe behavior by implementing the industry leading Destination Zero initiative. Destination Zero, at its core, is about achieving a work place with zero accidents, zero incidents and zero preventable occurrences. This goal is what drives and empowers our employees to do the right thing and speak up against unsafe behavior. Every employee has the authority to stop work if they believe a situation is unsafe. Destination Zero is kept alive through monthly reviews of our lessons learned, in which employee incidents and preventable occurrences are reviewed in real time and discussed at each base.

OUR SAFETY PROGRAMS

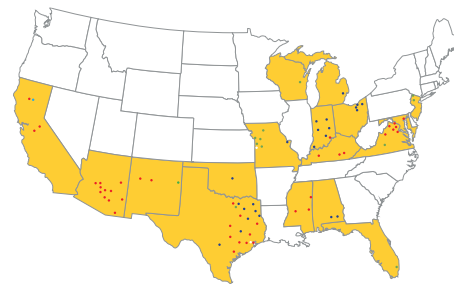
- » Life-Saving Thinking
- » Life-Saving Behaviors
- » Safety Management System
- » Line Operations Safety Audit
- » Line Activity Monitoring Program
- » Short Service Employee Engagement

APPLY TODAY



OUR NATIONAL LANDSCAPE

PHI AIR MEDICAL BASES



Alabama

- » Andalusia
- » Enterprise

Arizona

- » Deer Valley
- » Eloy
- » Mesa
- » Miami
- » Oracle
- » Phoenix (Sky Harbor)
- » Safford (2)
- » Sierra Vista (2)
- » Wickenburg

California

- » Modesto
- » Redding (2)
- » Sonora

Florida

- » Opa Locka

Indiana

- » Evansville
- » Greencastle
- » Madison
- » Marion
- » Rushville
- » Seymour
- » West Lafayette

Kentucky

- » Greenville
- » London (2)
- » Somerset

Maryland

- » Baltimore

Michigan

- » Troy

Missouri

- » Chillicothe
- » Clinton
- » Kansas City
- » Harrisonville
- » Odessa
- » St. Louis

Mississippi

- » Columbus
- » Jackson
- » Meridian

New Jersey

- » Netcong
- » Vernon

New Mexico

- » Albuquerque
- » Grants
- » Tucumcari

Oklahoma

- » Oklahoma City

Ohio

- » Cleveland
- » Medina
- » Middlefield
- » Wadsworth

Texas

- » Cedar Creek
- » Columbus
- » Conroe
- » Corsicana
- » Dallas
- » Denton
- » Houston (2)
- » Longview
- » Lufkin
- » McKinney (2)
- » Mt. Pleasant
- » Palestine
- » Richmond
- » Temple
- » Victoria
- » Willis Point

Virginia

- » Culpeper
- » Fredericksburg
- » Front Royal
- » Harrisonburg
- » Leesburg
- » Lynchburg
- » Manassas
- » Culpeper

Wisconsin

- » Neenah

We continue to evaluate and enhance our **Total Rewards Program**. Please ask your recruiter what plans and programs apply to your position. Please visit our website to receive the most up to date information, including all open jobs across the nation: phiairmedical.hirecentric.com/jobsearch