

TOTAL REWARDS PROGRAM



Our Total Rewards Program goes beyond just pay and PTO. We offer a comprehensive package designed to support our employees health, happiness, and overall well-being. From competitive compensation and robust benefits to wellness programs and meaningful incentives, we are committed to recognizing and rewarding the dedication of our team.

Pay & Bonuses

- Competitive compensation
- Sign-on bonus
- Relocation assistance
- Employee referral bonus
- Dual certification bonus
- Annual incentive bonus
- Generous shift bonus
- Annual continuing education allowance
- Safety representative bonus
- Safety chair bonus
- Customer contact bonus
- Membership sales bonus

Health & Welfare

- Medical, dental and vision coverage
- Telehealth
- MSA/FSA accounts
- Voluntary life insurance
- Short term disability
- Critical illness, accidental insurance, legal services, pet insurance, and home and auto insurance
- Employee assistance plan
- Company paid:
 - Basic life and accidental death & dismemberment insurance
 - Long term disability

Time Off Plans

- Paid time off (PTO)
- Paid company holidays / holiday incentive pay (7 holidays)
- Paid extended medical leave (EML)
- Paid emergency leave

Retirement

- 401(K) plan
 - Company match 50% up to 6%
- The company provides an additional and discretionary 3% match contingent on company's performance
- Financial and retirement planning services

Development

- Robust onboarding
- Annual employee recurrent training
- Initial and annual new leader training
- Annual performance evaluations

Employee Perks

- Group discount marketplace
- Peer support, critical response team
- PHI Cares membership
- PHI Credit Union
- Employee loan program
- Yellow & Black Giving Back Foundation
- High-Five Program
- President's Award
- Coin of Excellence
- Premium Helmet Program

APPLY TODAY



OUR MISSION

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

DESTINATION ZERO - Our Safety Culture

Zero accidents. Zero incidents. Zero preventable occurrences.
Every employee is empowered to stand up, speak out, and take action.

PHIAirMedical.com

