Nashville International Airport (BNA) and John C. Tune Airport (JWN) are owned and operated by the Metropolitan Nashville Airport Authority (MNAA). With 18 million passengers visiting each year, Nashville International Airport is one of the fastest growing airports among the top 50 airports in North America. BNA serves 460 daily flights to more than 80 nonstop markets. It is the 33rd busiest airport in the U.S. BNA is an Equal Opportunity Employer and a drug-free workplace.

For more information, please visit flynashville.com.

**VISION**
To be known as the premier airport for all travelers

**MISSION**
To create and inspire a team dedicated to providing superior customer service, facilities and air service in a safe and secure, warm and welcoming environment that reflects the best of Nashville

**CORE VALUES**
In all phases of our daily operations, we value:
- Respect
- Integrity
- Service
- Excellence

We are airport professionals committed to making our airports better every day.

**STRATEGY**
To accomplish our mission, we will:

- **Invest** the resources needed to develop our employees, our facilities and the required policies and procedures to manage effectively.
- **Plan** for the future to ensure we always meet the needs of our travelers, employees and community.
- **Prepare** for the unexpected by developing, communicating and exercising contingency plans to guide our response to real world incidents.
# 2020 BENEFIT PLAN

## HEALTH & WELFARE

### Medical

### Dental and Vision Plans

### Prescription Plan

**Eligibility:** First day of the month following hire date.

<table>
<thead>
<tr>
<th>CORE</th>
<th>CORE PLUS</th>
<th>HIGH DEDUCTIBLE HEALTH PLAN (HDHP)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Per Biweekly Payroll</strong></td>
<td><strong>Per Biweekly Payroll</strong></td>
<td><strong>Per Biweekly Payroll</strong></td>
</tr>
<tr>
<td>Employee</td>
<td>$68.00</td>
<td>Employee</td>
</tr>
<tr>
<td>Employee + Spouse</td>
<td>$142.81</td>
<td>Employee + Spouse</td>
</tr>
<tr>
<td>Employee + Child</td>
<td>$129.22</td>
<td>Employee + Child</td>
</tr>
<tr>
<td>Family</td>
<td>$238.02</td>
<td>Family</td>
</tr>
</tbody>
</table>

Pre-Tax Spending Accounts (Flex Accounts) available

See page 6 of the 2020 Enrollment Benefits Guide for more information about CORE and CORE PLUS

Includes a Health Savings Account (HSA)

The Airport Authority contributes to the HSA: $1,200 for Employee Only, $1,800 for Employee and Child/Spouse, and $2,400 for Family

### PRESCRIPTION PLAN

<table>
<thead>
<tr>
<th>TIER 1</th>
<th>TIER 2</th>
<th>TIER 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retail</td>
<td>$5 copay</td>
<td>$30 copay</td>
</tr>
<tr>
<td></td>
<td>$50 copay</td>
<td></td>
</tr>
</tbody>
</table>

Mail order available

See page 6 of the 2020 Employee Benefits Guide for more information about prescription drugs

### DENTAL & VISION

<table>
<thead>
<tr>
<th><strong>Per Biweekly Payroll</strong></th>
<th>Dental</th>
<th>Vision</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee</td>
<td>$3.69</td>
<td>$0.70</td>
</tr>
<tr>
<td>Employee + Spouse</td>
<td>$7.38</td>
<td>$1.08</td>
</tr>
<tr>
<td>Employee + Child</td>
<td>$7.38</td>
<td>$1.10</td>
</tr>
<tr>
<td>Family</td>
<td>$10.92</td>
<td>$1.77</td>
</tr>
</tbody>
</table>

**NOTE:** An employee will be eligible for the Monthly Wellness Benefit ($52) after participating in BNA’s annual Health Risk Assessment (HRA) and affirms non-tobacco use.
## INSURANCE

**First Day of Employment**

<table>
<thead>
<tr>
<th></th>
<th>Paid By Employee</th>
<th>Paid By the Airport Authority</th>
</tr>
</thead>
<tbody>
<tr>
<td>Life Insurance</td>
<td></td>
<td>200% of salary ($50K maximum)</td>
</tr>
<tr>
<td>Accidental Death &amp; Dismemberment</td>
<td></td>
<td>200% of salary ($50K maximum)</td>
</tr>
</tbody>
</table>

**First day of month following hire date**

<table>
<thead>
<tr>
<th></th>
<th>Paid By Employee</th>
<th>Paid By the Airport Authority</th>
</tr>
</thead>
<tbody>
<tr>
<td>Supplemental Life Insurance</td>
<td>$5K increments, up to 300% of salary</td>
<td></td>
</tr>
<tr>
<td>Dependent Life Insurance</td>
<td>50% of employee's benefit for spouse, up to $50K, $10K child(ren)</td>
<td></td>
</tr>
<tr>
<td>Short Term Disability</td>
<td></td>
<td>60% of weekly income; 11 weeks maximum</td>
</tr>
<tr>
<td>Long Term Disability</td>
<td></td>
<td>60% of weekly income; 11 weeks maximum</td>
</tr>
</tbody>
</table>
## 2020 BENEFIT PLAN

### RETIREMENT

<table>
<thead>
<tr>
<th>Plan Type</th>
<th>Paid By Employee</th>
<th>Paid by the Airport Authority</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>457 Plan (Contributory Pension)</strong>&lt;br&gt;First day of the month after 30 days of employment</td>
<td>1% of base salary (contribution of $4,500 will maximize the employer contribution)</td>
<td>10% base salary into 401(a) plan</td>
</tr>
<tr>
<td><strong>401(a) (Contributory Pension)</strong>&lt;br&gt;Match, first day of the month after 30 days of employment – Vested after 6 months</td>
<td>Contribution match only</td>
<td>100% match up to $4,500 (non-management)</td>
</tr>
<tr>
<td><strong>Defined Contribution 401(a) Retirement Plan</strong>&lt;br&gt;First day of the month after 30 days of employment – Vested after 3 years</td>
<td>Minimum 1% base salary (457 Plan contribution)</td>
<td>Airport Authority contribution: 10% base salary</td>
</tr>
</tbody>
</table>

### NOTES:

- If you contribute 1% of your base salary to the **457 Plan**, the Airport Authority will match your contribution **100%** with a contribution to the **401(a) Contributory Pension**.
- **AND**: By contributing 1% of your base salary to the 457 Plan, the Airport Authority will pay **10%** of your base salary into the **Defined Contribution 401(a) Retirement Plan**.

### EMPLOYEE ASSISTANCE

- **Legal Plan**<br>First day of the month following hire date; Paid by the Airport Authority
- **Employee Assistance Plan (EAP)**<br>First day of employment; Paid by the Airport Authority
- **Tuition Reimbursement**<br>One year of employment (full and part-time employees); Paid by the Airport Authority (Based on established criteria)
2020 BENEFIT PLAN

VOLUNTARY BENEFITS

- **UsAble**  *Open enrollment period; Paid by employee*
- Accident Plan
- Cancer Care Plan
- Critical Care Plan
- Hospital Indemnity Plan

- **ID Shield**
  Identity Protection

- **Certified Financial Planning**  *Open enrollment period; Paid by employee (to be reimbursed $100)*

LEAVE

- **Holidays**  *First day of employment*
  9 paid days per year; must be used by Dec. 31

- **Floating Day**  *Eligible to take after completion of 90 days*
  1 day per year; must be used in the calendar year when awarded

- **Bereavement Leave**  *First day of employment*
  Up to 3 paid days (immediate family)

- **Annual Leave Program**  *Accrual begins first day of employment; Eligible to take after 90 days*
  Under 5 years of service: 17 days
  5-14 years of service: 22 days
  15-24 years of service: 27 days
  25+ years of service: 32 days

  The amount of accrued annual leave that is not used by December 31 may be carried over to the next calendar year.

  The amount of annual leave eligible for carryover is the total number of hours accrued by the employee over the previous three (3) years.

- **Catastrophic Leave**
  Any annual leave that is not eligible for carryover will be transferred as Catastrophic Leave, up to 1,040 hours.
DID YOU KNOW?

- Over 40% of BNA’s payroll budget is spent to supplement employee benefit costs.
- Companies our size rarely offer vision coverage. Our employees have the option of getting exams, lenses and/or frames every 12 months.
- Our dental program offers you the freedom to use any dentist you desire. Plus, unlike most companies, we offer an orthodontics plan.
- BNA’s contributions to employees’ 401(a) (Contributory Pension) and Defined Contribution 401(1) Retirement Plan are rare benefits.
BNA ranked #4 among Large Airports in J.D. Power’s 2018 North America Airport Satisfaction Study

Named to Cheapism.com’s list of “The 16 Most Passenger-Friendly Airports in the WORLD” in 2018 (one of only four U.S. airports on the list)

Esri’s 2018 Special Achievement in GIS (SAG) Award

Associated General Contractors of America’s (AGC) New Construction Under $50 Million Award for Maintenance, Repair and Overhaul (MRO) Project in 2018

Institute for Sustainable Infrastructure’s 2017 Envision® Silver Award

Nashville Area Chamber of Commerce’s 2017 Regional Impact Award

American Craft Week’s 2017 Star Award – Exceptional Public Sector Support

Nashville Black Chamber of Commerce’s 2017 Corporate Business of the Year

Nashville Minority Business Center’s 2017 MEDWeek Corporate Sponsor Award

The American Council of Engineering Companies Tennessee’s 2017 Engineering Excellence Grand Award

2017 Governor’s Environmental Stewardship Award

Tennessee Department of Environment and Conservation’s 2017 Sustainable Transportation Award

Tennessee Aviation Association’s Significant Airport Project – 2017 Air Carrier Award

Named “9th Best Domestic Airport” by Travel + Leisure in 2016

American Society of Civil Engineers’ (ASCE) 2016 Infrastructure Game Changer Award
BNA is more than an airport; it is a reflection of the city it serves. And to truly mirror its host city, BNA must continue to embody Nashville’s distinctive character – one which lifts up its neighbors. At BNA, community engagement is a priority. That’s why we work closely with nonprofit organizations across the region to further our goal of enriching the local community.

**BNA 5K On the Runway**

The Inaugural **BNA 5K on the Runway** will be held April 6, 2019, with all proceeds benefiting **K9s for Warriors**, a nonprofit organization dedicated to providing service canines at no cost to veterans suffering from trauma as a result of military service post 9/11. The run (or walk) will be held on Runway 2R/20L. All are welcome! Registration is limited to 2,000 participants. [Click here for more information.](#)

**Annual Aviation Golf Classic Tournament**

BNA has hosted an **Aviation Golf Classic Tournament** for 23 years as a way to raise funds for education initiatives and community projects in Middle Tennessee. Past recipients include the Nashville Public Library Foundation, the National Museum of African American Music, the Japan-America Society of Tennessee for the Nashville Cherry Blossom Festival and many others.
BNA and Donelson Middle School: Community Partners

We are part of the Pencil Foundation’s Adopt-A-School program, which pairs public schools with community partners. The program’s emphasis is on the contribution of human talent and resources rather than money. Through Project Pencil, BNA coordinates programs and activities that benefit the students of Donelson Middle School. Because we see the importance of education and are passionate about bringing the arts into the classroom, we have ongoing efforts to foster and promote art and music among Donelson students and the Nashville community.

personnel participated in the 2018 Nashville Fire Department’s Hero’s Challenge, a fundraising event that allows individuals to test their strength with tasks including timed trials to pull a full-sized fire truck 50 feet.

Proceeds from the annual event benefit Operation Warm, which raises money throughout the year with the goal of providing new winter coats to an entire Nashville elementary school.

By making these activities a priority, BNA is able to do more than simply welcome travelers to Nashville. We are strengthening the community for everyone who calls it home.
Relocating to the Nashville Area

If you don’t live in the Nashville area, take it from us: It’s a place you’d be proud to call home. We’re on the map as an “It City,” and it’s not hard to see why. From music and the arts to food, sports, scenic beauty, Southern hospitality and more, relocating to Music City may just be one of the best decisions you could make.

Click here for the Nashville Chamber of Commerce’s Live It Nashville guide to working and living in the Nashville region.
Be Creative.
Be Diverse.
Be Innovative.
Be Nonstop.
Be Nashville.