



Your
CAREER
»»»» Starts NOW!



DUNCAN
AVIATION

Experience. Unlike any other.



Welcome

COME FOR THE OPPORTUNITY

Looking to start a career you love and make a difference every day? As a family owned company, we make it a point to treat our team members like part of the Duncan Aviation family and provide a truly one-of-a-kind work experience.

GROW YOUR CAREER

Our industry is constantly evolving and growing.

If you want to expand your skillset and grow professionally, we'll support you.

- In-house company training, customized for you and your team
- Up to \$2,500 annually in educational assistance and tuition reimbursement
- Up to \$6,000 toward private pilot license and instrument training

STAY FOR THE EXPERIENCE

At Duncan Aviation we're proud to be the best. Hundreds of our team members have chosen to spend 25 or more years in our hangars.

We celebrate years of service through a recognition program. Those who spend 25 years with the company are inducted into our elite Silver Wings Club.

Additional perks keep Duncan Aviation on the leading edge.

- Refer your friends and you may be eligible for a referral bonus
- Your Personal Time Bank includes vacation and sick leave
- Wellness programs, fitness centers and onsite family health centers



Total Compensation

BASE PAY

Determined by the competitive market pay for your position, job skills, experience and performance.

BONUSES

Succeed and be rewarded together. All team members are eligible for bonuses when budget requirements are exceeded.

BENEFITS

Includes health, disability, life insurance, paid time off, employee assistance programs and more.

SAVINGS

We invest in you for the long haul. Our 401(k) retirement plan includes matching contributions to help prepare you for the future.

TRAINING

On average, we invest \$1,500 per team member each year to ensure we have the skills to be the best in the industry.

WELLNESS

We care about your well-being. Our wellness and health center teams are ready to help when you're not feeling well, need a routine check-up or if you want to make a lifestyle change.



Benefits

HEALTH COVERAGE

Duncan Aviation is proud to offer comprehensive benefits on day one for full-time regular team members, including medical, dental and vision.

LIFE INSURANCE

We offer life, Accidental Death & Dismemberment (AD&D) and additional Voluntary Term life insurance through Mutual of Omaha.

DISABILITY INSURANCE

Our coverage provides partial wage replacement when you are unable to work due to a illness or injury.

FLEXIBLE SPENDING ACCOUNTS

Medical and dependent flexible spending accounts are available for you to set aside pre-tax payroll deductions to pay for qualifying expenses.

PTB CRISIS BANK

Hours in the crisis bank are used to assist team members who experience a financial crisis as the result of a life-threatening illness, natural disaster or other extreme circumstances.

ADOPTION ASSISTANCE

You can receive reimbursement for up to \$7,000 per adoption.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

Our EAP provides you and your family counseling for emotional difficulties and other personal concerns as well as work-life information, legal consultations and more at no cost.



Savings

We help our team members start saving early for a smooth retirement landing, and offer both pretax and after-tax payroll deduction options.

401(K) RETIREMENT PLAN

50% match on the first 6% of eligible pay that you contribute each pay period.

AFTER-TAX SAVINGS THROUGH MUTUAL FUNDS

The Duncan Investment Plan and Roth IRA are offered through American Funds and administered through payroll deduction. You can invest as little as \$25 a pay period with no sales fees.

SMITH HAYES

Meet one-on-one with our investment consultant to determine what is best for you and your family at no cost.



Community

At Duncan Aviation we care about our communities. The Soaring to Serve committee and Green Team work together to support the needs of our community through volunteerism and social responsibility. Learn more about our locations in Lincoln, Battle Creek and Provo by following the links below.

LINCOLN, NEBRASKA

www.lcoc.com/welcome-to-lincoln

BATTLE CREEK, MICHIGAN

www.battlecreek.org

www.southwestmichiganfirst.com

PROVO, UTAH

www.thechamber.org

Visit www.DuncanAviation.aero/locations for a complete list of our locations.



Duncan Aviation is the largest, family owned maintenance, repair and overhaul (MRO) facility in the world providing complete acquisition sales and support services for business aircraft at our facilities across the United States.

Owned and operated by the Duncan family since our founding in 1956, Duncan Aviation is well known and respected by manufacturers and service providers around the world for our quality of service, our work ethic and our expertise.

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