



## Employee Benefits & Perquisites (2022-2023)

### HEALTH / DENTAL / VISION INSURANCE

Full-time, eligible employees only, coverage begins the 1st of the month following 30-days of employment.

The current **semi-monthly** employee contributions are as follows:

Coverage Tier	Health		
	High Deductible Plan	Dental	Vision
Employee Only	\$0.00	\$0.00	\$0.00
Employee/Child	\$176.00	\$25.86	\$2.65
Employee/Spouse	\$235.18	\$19.44	\$2.53
Employee/Family	\$411.87	\$49.78	\$5.53

### HEALTH REIMBURSEMENT ACCOUNT (HRA)

Full-time employees only, who are enrolled in KBSI's Medical Plan  
KBSI provides non-taxable reimbursements to employees for medical expenses applied to the calendar year deductible based upon the % shown:

Individual Deductible (\$6,650)

**60%** of deductible applied expenses up to \$3,990, incurred from 1/1/2022 to 12/31/2022

Family Deductible (\$13,300)

**60%** of deductible applied expenses up to \$7,980, incurred from 1/1/2022 to 12/31/2023

This results in lowering the employees' effective calendar out of pocket maximum to \$2,660-individual/\$5,320-family per year.

### FLEXIBLE SPENDING ACCOUNT (FSA)

Full-time employees only

KBSI offers employees the option to enroll in a Health Care Spending Account (\$2,850/yr.) and/or Dependent Care Spending Account (\$5,000/yr.). This account allows you to pay for qualified expenses with tax-free dollars.

### FREE FLU SHOTS

Annual Flu Shots provided at no cost to employees through BCBS.

### LIFE INSURANCE

#### Guardian

Full-time employees only

#### Basic Life

- \$50,000 Term Life Benefit with an additional \$50,000 AD&D
- Eligibility begins immediately
- KBSI pays 100% of the premium
- Optional life insurance is available at employee's expense

### SHORT-TERM AND LONG-TERM DISABILITY

#### Guardian

Full-time employees only

- KBSI provides 100% premium payment for short and long-term disability benefits
- Eligibility begins on the 1<sup>st</sup> of the month following 30 days of employment
- Benefit is 60% of salary to plan maximum (post-tax).

### EMPLOYEE ASSISTANCE PROGRAM

#### Guardian

Full-time employees only

WorkLifeMatters Employee Assistance Program offers services to help promote well-being and enhance the quality of life for you and your family. 100% Company-paid.

### BONUS AWARDS

Periodic cash awards based on the performance of the Company and the individual employee.

### 401(K) PLAN

#### Fidelity

Full-time employees and part-time employees completing 12 months (with

500 hours) of service; and attain age 21.

- Employee contributions vest immediately
- Up to 4% company matching (subject to a vesting table)
- Loan options available
- Both traditional and ROTH options available

IRS maximum contribution limits apply.

### PERSONAL/MEDICAL/VACATION LEAVE

KBSI provides its employees with multiple types of leave to allow employees time off for illness and to attend to personal issues away from work.

- Full-Time Employees receive 2 days of personal leave annually on Jan 1
- Full-Time Employees receive 5 days of medical leave annually on Jan 1
- Part-Time Employees receive 1 hr. of Medical Leave for each 30 hours worked, up to 56 hrs.
- Full-Time Employees accrue vacation leave as follows:

Years of Service	Semimonthly Accrual
0-3 (0-36mo)	3.34 hours
3-8 (37-96mo)	5 hours
8+ (97+mo)	6.67 hours

All leave types are prorated for employees hired after Jan 1

### HOLIDAYS

Full-time employees and part-time employees

KBSI observes the following Holidays:

- \*New Year's Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Christmas Day

\*May be moved to another day during the year if holiday falls on a weekend.

### PROFESSIONAL FEES & EDUCATION REIMBURSEMENT

Full-time employees only

KBSI will reimburse employees for approved professional licensing fees and continuing education related expenses (books, seminar fees, courseware, etc.) on a case-by-case basis.

### WIRELESS PHONES

Full-time employees

KBSI pays 100% of the service costs of a corporate cell phone plan (AT&T Wireless) for employees with job-specific telecommunication needs. Eligible employees are provided a standardized smartphone device owned by KBSI with required accessories.

### FLEXIBLE WORK HOURS & REMOTE WORK OPTIONS

Due to the nature of our business KBSI operates with the opportunity to allow for working remotely and flexible work hours for many of our employees.

### SAM'S CLUB MEMBERSHIP

Complimentary Sam's Club memberships for ease of purchasing necessary office supplies, at the first available enrollment date, following 180 days of employment. One membership per household.

### COMPANY PARTIES & EVENTS

Such as holiday parties, skating parties, or athletic events.

### SEASON TICKETS

Bombers Summer Collegiate Baseball Team