

# **Benefits Package**

Company-provided benefits are like a hidden pay increase.

KAT employees receive as much as 30% MORE compensation with the value of our benefits package!

Below is a description of all the current benefits KAT offers to employees, starting with the big one - health insurance:

# **Health Insurance** \*

### In-Network Co-Pay:

• Primary Care Office visit: \$20.00

• Specialist Office Visit: \$35.00

• Preventive Care: No cost

## Per Paycheck Premium Options:

• Just you: \$17.37

• You plus one: \$69.53

You and your qualified dependents: \$107.68

Annual Deductible for in-network providers: \$3,000 individual / \$6,000 family



# Vision \*

Per Paycheck Premium Options:

• \$.20 Individual

(yes, 20 cents a paycheck)\$0.73 You plus one

- \$1.25 You and your qualified dependents
- In Network Office Exam Co-Pay:

• \$10.00

# Dental

100% employer paid premium

#### **Deductible:**

- \$100 / individual
- \$200 / family

Wait, there's more on the other side...

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## Retirement

• 403(b) Retirement Plan with a choice of investment options.

 KAT Contributions to employee retirement account(s) are based on 4% of employee's gross earnings and begin after one year of employment. \*\*

 You are fully vested in the plan after three years of employment.

Pretax deductions

## **Paid Time Off**

- Earned Vacation after first year of employment
- Sick leave accumulates monthly
- Four personal days in addition to vacation days
- AND Paid Holidays!

New Year's Day, Martin Luther King Day, Memorial Day, Juneteenth, Fourth of July, Labor Day, Thanksgiving Day, the day after Thanksgiving, Christmas Eve, and Christmas Day.

KAT operates on a reduced service on holidays listed in red, and is closed on the other four holidays.



# Life Insurance

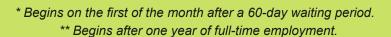
- Life Insurance and AD&D Insurance\*
  100% employer paid
- Short Term Disability and Long Term Disability benefits for employees\*\*
   100% employer paid



## Health and Wellness and more!

- Discounted membership to the YMCA individual or family!
- Discounted memberships to the Knoxville Zoo!
- Free access to the Employee Assistance
   Program: Need counseling services? Or a
   concierge to help you plan your family
   vacation? Assistance with childcare or
   eldercare? Legal or financial consultations?
   You've got it! Free!

KAT's benefits program reaches far beyond just a basic salary. If you're looking for a rewarding career making a difference in people's lives, join us!



NOTE: Rates / coverage may change at annual renewal.

For more information about KAT or to explore current opportunities, visit katbus.com and apply online.