

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

Medical



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...



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



SAVE MONEY



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.



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!



Life Insurance

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

* Begins on the first of the month after a 60-day waiting period.

** Begins after one year of full-time employment.

NOTE: Rates / coverage may change at annual renewal.

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