

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:

Medical

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

Dental³

100% employer paid premium

Deductible:

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

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

Fight to to page and

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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.

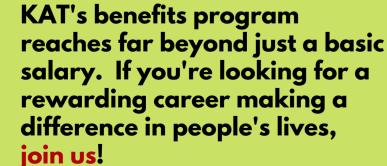


Health and Wellness and more!

- Discounted membership to the YMCA individual or family!
- 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!

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.