

# BENEFITS OVERVIEW

Kimball Construction offers a competitive and unique benefits package, as well as several company paid benefits.



## Benefits included for all non-union employees



### Full Medical, Dental, & Vision

- Independence Blue Cross FULLY covered by KCC
- Express Scripts Prescription Drug Coverage
- Access to employees Medical Benefits Portal for
  - MDLive Telemedicine
  - Health & Fitness Calculators
  - Student Loan Assistance
  - Working Advantage Membership & Discounts
  - Health Navigator
  - Billing Estimators
  - Resource Centers



### Competitive Paid Time Off

#### Holidays

New Year's Day	Labor Day
Martin Luther King Day	Thanksgiving Day
Memorial Day	Thanksgiving Recovery
Independence Day	Christmas Day

#### PTO

All employees are given 5 PTO days annually.

\*PTO & Vacation are front loaded annually\*

#### Vacation

1-4 years 10 days	5-9 years 15 days	10+ years 20 days
-------------------	-------------------	-------------------

Up to one week can be paid out at the end of each year

Up to one week can be rolled over at the end of each year

Vacation bank for donating/receiving time in the event of a major medical event.



### Company Sponsored Outings

- Multiple events planned annually, for both employees and their families, to come together and try new things.
- Minimum of one weekend getaway annually



### Retirement Savings with Lincoln Financial

- Eligible IMMEDIATELY after hiring
- Employer contribution of 3% of overall earnings

## Additional Benefits

- Paid Weekly
- Employee Referral Bonus Program
- Pet Friendly
- Schedule Flexibility
- Company Paid
  - Life Insurance
  - Jury Duty
  - Voting Leave
- Career Path Training Programs
- Verizon Discount
- Company Paid Outings

## Voluntary Benefits

- Additional Life Insurance
- Short Term & Long Term Disability