

# KCI Aviation Benefits

## Paid Time Off:

KCI Employees are given 8 standard paid holidays plus two floating holidays per year.

Sick pay – 1.54 hours per pay period up to a maximum of 120 possible sick hours

Vacation pay as follows per length of service:

0-59 months - 3.08 hours per pay period (80 hours/two weeks)

60-119 months – 4.62 hours per pay period (120 hours/three weeks)

120-179 months – 6.15 hours per pay period (160 hours/four weeks)

Over 180 months – 7.7 hours per pay period (200 hours/five weeks)

## Additional:

Life Insurance: \$15,000 on each employee, while actively employed, at no cost to the employee.

401K Plan – KCI Aviation pays the monthly fees for participating employees but does not do a company match.

\*Medical Benefits are available on the first day of the month following completion of 30 days employment.

\*Monthly costs to KCI Aviation are as of 2021

## Medical, Dental, and Vision:

Highmark Blue Cross/Blue Shield Medical:  
Super Blue Plus 2010 \$1500 Deductible 80/60 RX  
 COSTS WILL BE ADJUSTED ANNUALLY

	Payroll Deduction	KCI Monthly Cost per employee
Employee only	\$10/pay	\$856.48
Employee + spouse	\$65/pay	\$1,712.96
Employee + child	\$40/pay	\$1,224.60
Employee + children	\$65/pay	\$1,607.74
Employee and family	\$100/pay	\$2,464.22
<u>Aetna Dental:</u>		
Employee only	\$2.50/pay	\$16.00
Employee + spouse	\$9/pay	\$32.10
Employee + child	\$10/pay	\$41.10
Employee + children	\$10/pay	\$41.10
Employee and family	\$17/pay	\$55.40
<u>Vision Service Plan (VSP):</u>		
Employee only	\$4.05/pay	\$10.31
Employee + spouse	\$7.69/pay	\$17.36
Employee + child	\$8.10/pay	\$17.36
Employee + children	\$8.10/pay	\$17.71
Employee and family	\$11.74/pay	\$28.57