

A wide-angle photograph of the Lincoln Memorial in Washington, D.C., taken at dusk. The memorial is illuminated with warm lights, and the sky is a mix of purple, orange, and blue. In the foreground, there is a large reflecting pool with several water fountains spraying upwards. The overall scene is serene and majestic.

## TOTAL REWARDS PACKAGE

*Kearney works hard to attract and retain talented, dedicated employees so they can call Kearney a “Best Place to Work.” We understand that job satisfaction is about more than just monetary compensation, which is why we proudly offer a comprehensive total rewards package consisting of financial, health & wellness, professional development, and work-life benefits.*

### Compensation and Recognition

**Competitive Pay** To attract and retain the best talent in the marketplace, Kearney provides a competitive base pay tied to performance.

**Merit Increases** Your performance and contributions to the company are recognized through annual pay increases administered during the annual performance review process. Year-end bonuses may also be available based on level, individual contributions, and company performance.

**Certification Bonuses and Material Reimbursement** Kearney provides you with bonuses when you obtain professional certifications that assist in your career development. You may also receive reimbursement for a portion of review materials.

**Spot Awards** Outstanding achievements throughout the year may be rewarded with on-the-spot awards and an accompanying gift card.

**Anniversary Awards** To thank you for long-term loyalty and dedication, employees who have remained with Kearney for 5, 10, 15, and 20 years are eligible for a gift of their choice through the anniversary award program.

**Employee Referral Program** Kearney offers employee referral bonuses to employees who refer qualified candidates. The referred candidate must be both hired and meet service requirements in order for the referring employee to be eligible for the bonus.

## Health and Wellness

**Health Insurance** Kearney offers four different national PPO options for health insurance. All plans come with prescription drug coverage and give you the option to see specialists without a referral.

**Infertility Benefits** Family life is a large aspect at Kearney, and so we cover supplies and services related to achieving pregnancy. Examples include AI, IVF, GIFT, ZIFT, hormone therapy, and associated medications. Lifetime limits and plan exclusions apply.

**Virtual Doctor Appointment** You and your dependents can save time and money through a virtual appointment in the comfort of your home. The virtual doctors can send prescription requests directly to your local pharmacy.

**Flexible Spending Accounts** You may contribute funds to a tax-advantaged account that can be used towards eligible medical expenses—such as co-pays, vision wear, crutches, etc.—or funds for eligible dependent care expenses, such as child care or elder care services.

**Health Savings Account (HSA)** Your own personal HSA is an optional tax-free benefit associated with our High Deductible Health Plan to pay for qualified health care expenses applied to the deductible.

**Dental** You may choose between two comprehensive dental plan options. Kearney dental plans offer a maximum rollover account for a portion of your unused annual maximum that can be used in the future. You can also accumulate college tuition benefits through the dental plan by obtaining rewards that transfer to monetary amounts and can be used to pay for up to one year of tuition at specific colleges.

**Vision** Kearney offers a standard vision insurance that provides coverage for vision exams, corrective lenses, eyewear, surgery and other services. As an alternative, you have access to a vision discount program through dental insurance, and you are eligible for one free vision wellness exam through your health insurance.

**Life and Accidental Death and Dismemberment (AD&D) Insurance** Basic Life and AD&D coverages are provided at no cost to you. You may purchase additional amounts of Voluntary Life and AD&D coverage for yourself, your spouse and children.

**Short- and Long-Term Disability Insurance** Should you need time off due to a non-work-related injury or sickness, disability income benefits will provide a partial replacement of lost income.

**Biometric Screenings and Flu Shots** Kearney offers these comprehensive screenings at headquarters on an annual basis. If you are offsite, you may obtain your screening or flu shot at designated locations or be eligible to receive a reimbursement.

**Employee Assistance Program and Travel Assistance Program** You will have access to a variety of resources, counseling, and/or support related to lifestyle, health, wellness, dependent care, education, financial and legal services, and travel assistance.

**Fitness Benefits** We offer a free on-site fitness center and additional fitness benefits, such as corporate gym membership rates, equipment or race reimbursement, personal training reimbursement, or a monthly subsidy towards the health club of your choice.

**Fitness Challenges** Company-wide optional fitness challenges allow employees to express their fun and competitive side while working towards health and wellness goals. Employees and teams who achieve their goals are eligible for a variety of prizes.

**Sports Teams** Employees have the option to participate on Kearney's various sports teams, including basketball, softball, kickball, running, and soccer.

## Professional Development

**Performance Management Program** You can expect to receive formal feedback during annual review, post-engagement reviews, and on a regular basis from your performance manager. New hires may receive a formal six-month review, subject to their hire date.

**Tuition Reimbursement** You are encouraged to continue your education and will receive annual education assistance for courses or degree programs directly related to your line of work.

**Career Path Guide** Our employees have developed a comprehensive career development guide to provide you with a framework and recommendations for advancing your career.

**Mentor and Coaching Programs** You may enroll in one of Kearney's three mentorship programs for further career support and guidance. Programs are available for entry-level, mid-level, and senior- or manager-level employees.

**CPA Review Program** Kearney supports your interest in obtaining a CPA certification through review material reimbursement, paid time off to sit for the CPA exam, bonus eligibility, and exam fee reimbursement if all four parts are passed.

**Training** You will have access to in-house trainings, including leadership, certification, and functional training opportunities, as well as employee-hosted "ML3" trainings on a variety of topics. Kearney also offers you hundreds of technical and non-technical e-Learning courses.

**College Hire Program** Kearney has designed a comprehensive, one-week orientation schedule for recent college graduates. Our college hires also receive additional support and guidance through our mentoring program.

**Summer Internship Program** Kearney's Interns receive hands-on, real-world work experience that may also include client interaction and travel. Our Interns also collaborate in the planning of company-wide fundraising events in support of a selected charity.



## Time-Off and Flexible Work Schedules

**Ten Paid Federal Holidays** Kearney follows the Office of Personnel Management's (OPM) Federal holiday schedule of ten paid Federal holidays per year.

**Vacation Leave and Buy Back Program** You will receive a minimum of ten days of vacation per year. Vacation accrual rates will increase with length of service. Unused vacation accrues each year up to a maximum. Although we encourage you to use your vacation, we also offer a Buy Back Program, where you can receive payment for unused vacation days. We also offer advance paid leave up to 20 hours.

**Sick Leave** Ten days of sick leave may be used per year for yourself or for the care of an immediate family member. In the event of an extended absence due to an illness, you may request to use donated leave.

**Maternity, Paternity, and Adoption Leave** You receive paid time-off for maternity, paternity, and adoption leave.

**Family and Medical Leave** After one year of service, you are eligible to take unpaid Family and Medical Leave (FMLA) for up to 12 weeks.

**Bereavement** You may take up to three (paid) days off for the loss of an immediate family member.

**Telework Opportunities** Upon meeting service requirements, long-term telework schedules can be arranged based on project or engagement's needs.

## Financial Benefits

**Retirement Benefits** You may participate in the tax-advantaged savings offering or a Roth plan for your retirement. There are multiple investment options and the ability to consolidate or roll over accounts into one retirement account. Kearney provides an annual match towards a percentage of your contributions. You also have the ability to take loans while actively employed.

**529 College Savings Plan** Payroll deductions or outside contributions can be set up towards future college tuition for an individual of your choice.

## Family and Work-Life Benefits

**Event Ticket Raffles** Employees can enter to win tickets to a number of concerts, shows, and events occurring at the Verizon Center, Warner Theatre, and Jiffy Lube Live. Ruffled tickets also include local sporting events in support of the Washington Nationals, Wizards, Capitals, and Redskins.

**Social Events** Kearney's well-known motto is "Work Hard, Play Hard." We offer numerous company social events, including, but not limited to: Annual Holiday Party, All Hands Meeting and Casino Night, Company Summer Picnic, Golf Tournament, Kickball Tournament, Turkey Bowl, Crockpot Challenge, Kearney's World Series of Poker, as well as an assortment of Happy Hours and other gatherings.

**Annual Intern Fundraiser** Each year, the Kearney Intern Class hosts a series of fundraising events over the course of the summer, giving employees the opportunity for fellowship and friendly competition, as well as the ability to contribute to a great cause.

**Community Service** At Kearney, we understand the importance of giving back to the community and to causes important to our employees. Our Community Service Committee offers multiple opportunities throughout the year available to all employees to give back to our community.