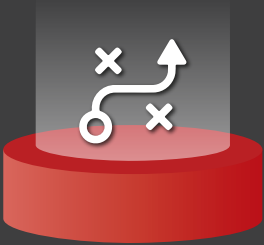


REWARDS OVERVIEW

PAVING YOUR PATH

- Medical, Pharmacy, Dental, and Vision
- Health and Dependent Care Flexible Spending Account (FSA)
- Health Spending Account (HSA)
- Group Life and Accidental Death and Dismemberment (AD&D)
- 401(k) participation and matching
- Gym memberships and fitness equipment reimbursements – Employees may join a participating gym at a reduced rate or receive a subsidy towards a gym of their choice. The reimbursement of fitness equipment purchases such as, weights, stationary bikes, Apple watches, and much more, is available annually
- Free parking
- Company-sponsored special events
- Vacation, sick leave, holidays, personal leave, bereavement, jury duty, and military leave
- Recognition programs
- Wellness incentives



MANAGING YOUR EARNINGS

- Direct deposit
- Credit union membership
- Pre-tax savings – Save on income taxes when you enroll in the Medical, Dental, Vision, FSA, HSA, and 401(k) plans. Your deductions, which are withheld on a pre-tax basis, reduce your taxable income
 - 529 College Savings Plan



BUILDING YOUR HOME LIFE

- Infertility benefits
- Paid Family Leave – Kearney provides four weeks of paid leave plus disability and flexibility to take advantage of multiple leave options
- 529 College Savings Plan
- Pet Health Insurance and Discount Plans
- Pre-paid legal services
- Relocation services
- Short- and Long-Term Disability



PURSUING CAREER AND PASSION

- Tuition assistance
- Mentorship programs
- Community engagement and charity – Kearney offers multiple opportunities throughout the year to give back to our community through various programs and events
 - Sports and recreation subsidies
 - Flexible work arrangements
 - A variety of CPA prep courses
- Professional certification bonuses
- Kearney-created, vendor-led, and online learning



PLANNING FOR THE UNEXPECTED

- Accidental Injury, Critical Illness and Hospital Indemnity
- Pre-paid legal services
- Flexible work arrangements
- International SOS (ISOS) – Kearney partners with ISOS, a leading international travel health care and security assistance company. ISOS provides 24/7 on-call medical and security assistance for Kearney travelers, to include pre-travel advice, travel apps, security alerts, and other tools to protect Kearney employees while traveling overseas for business or pleasure

