



KEARNEY & COMPANY

TOTAL REWARDS OVERVIEW

Kearney offers a comprehensive total rewards program that helps our employees stay healthy, feel secure, and have access to professional development opportunities. We strive to provide an open, collaborative, and engaging environment where we invest in our employees and recognize exceptional performance. All full-time employees who work over 30 hours a week are eligible for health benefits and professional development opportunities. Additionally, an employee's family members—such as a spouse, domestic partner (must meet specific criteria), and dependent children (up to age 26)—are eligible for medical, dental, and vision coverage.

At Kearney, we are
committed to being a
“Best Place to Work.”



MEDICAL

Kearney strives to provide a variety of healthcare plans to meet your and your family's medical needs. We offer five plan options through CareFirst Administrators, a part of the Blue Cross Blue Shield Network. Our medical benefits include the following:

- Pharmacy benefits provided through Caremark / CVS
- High, Medium, Network, Low, and Basic plan options. The Low and Basic Option HDHP plans offer an optional Health Savings Account
- Virtual doctor appointments from the comfort of your home 24/7 via video, phone, or e-mail
- Health Ticket, a mobile app that provides a virtual ID card and a provider search tool
- Infertility benefits covering specific supplies and services related to achieving pregnancy.

DENTAL

Dental insurance helps pay for preventive services, such as regular checkups and cleanings, as well as basic and restorative services. Our dental benefits include the following:

- Low and High plan options using Cigna's Preferred Provider Organization (PPO) Network
- Your annual maximums for Basic and Major services increase annually based on regular preventive visits
- Orthodontia available for adults and children with lifetime maximums up to \$2,500.

VISION

Vision insurance can help you maintain or correct your vision. Our vision benefits include the following:

- Standard vision insurance offered through Cigna
- Standard plan covers routine eye exams, lenses, frames, and contact lenses
- Both in-network and out-of-network benefits available.

FLEXIBLE SPENDING ACCOUNTS

A Flexible Spending Account (FSA) is a tax-advantaged account allowing you to use pre-tax dollars to pay for qualified out-of-pocket medical or dependent care expenses. Employees define the monetary amount that is contributed to the FSA annually. Our FSA benefits are offered through Optum Financial and include the following:

- FSAs may be accessed with a healthcare debit card
- The Medical FSA can be used for copays, eyewear, prescriptions, lab fees, laser eye surgery, crutches, and other qualified expenses
- The Dependent Care FSA can be used for daycare, nursery school, certain elder care, and other qualified expenses for your legal dependents.

HEALTH SAVINGS ACCOUNT

Health Savings Accounts (HSA) are portable tax-advantaged savings accounts that accompany High Deductible Health Plans (HDHP), such as Kearney's Basic and Low medical plan options. Our HSA benefits are offered through Optum Financial and include the following:

- The HDHP plan offers lower monthly premiums with a higher deductible and the option of enrolling in a HSA
- The HSA can be used to offset the qualified medical expenses applied to the higher deductible in the HDHP plan
- HSAs may be accessed with a healthcare debit card
- Unused money in the HSA can be rolled forward from year to year.

AND EVEN MORE

Kearney offers prepaid legal and pet insurance plans:

- Prepaid legal services provided through MetLife Legal Plans
- Pet insurance plans and discount veterinary and prescription discount plans are provided through Pet Benefit Solutions.



COMPENSATION AND RECOGNITION

In addition to competitive pay, Kearney provides additional recognition because we appreciate our employees' efforts and loyalty. Our compensation and recognition benefits include the following:

- Points-based achievement program where you can redeem points for gifts
- You will be rewarded for long-term dedication with a gift of your choice through the anniversary award program for 5, 10, 15, and 20 years of service
- Large bonus incentives are offered to employees who refer qualified candidates
- Feedback on your performance is not just an annual process; however, your contributions are recognized through pay increases during the Annual Performance Review.

401(k)

Tax-advantaged savings can be used to provide for your retirement. Our retirement benefits include the following:

- Access to multiple investment options to start saving for retirement
- Ability to consolidate or roll over multiple accounts into one retirement account
- Contribution of up to \$23,500 of your annual salary and, if you are age 50 or older, you may contribute an additional \$7,500 of your annual salary
- Offers traditional pre-tax and Roth (post-tax) contribution options
- Kearney will match 50% of the first 6% of your personal contribution
- You retain the match amount after becoming vested with three years of service.

529 EDUCATION SAVINGS PLAN

Payroll deductions or outside contributions may be set up for education expenses, such as tuition for college, private school grades K-12, and school supplies for an individual of your choice. Our Education Savings Plan includes the following:

- Contributions are tax-advantaged to those who reside in Virginia
- You receive a savings of about 5% of your contribution through this employer-sponsored plan
- The account may be set up for your child(ren) or other qualifying beneficiaries.

SHORT-TERM AND LONG-TERM DISABILITY COVERAGE

Should you become disabled from a non-work-related injury or sickness, the disability benefits will provide a partial replacement of lost income. Disability Income Replacement Insurance is provided at no cost to you.

LIFE INSURANCE (Company Paid and Voluntary)

Life insurance and Accidental Death and Dismemberment (AD&D) insurance can help provide for your loved ones if something were to happen to you. Our life insurance benefits include the following:

- Basic Life and Basic AD&D coverage amounts equal two times your base salary
- These company paid plans are provided at no cost to you
- Additional age-based voluntary coverage is available for you and your eligible dependents, up to \$500,000
- A high guaranteed coverage amount is offered so employees do not have to complete medical underwriting for elections of \$200,000 or below.



FAMILY AND WORK-LIFE BENEFITS

Our family and work-life benefits include the following:

- Employees may enter to win tickets to concerts and sporting events at various venues, such as the Capital One Arena, Nationals, Warner Theatre, and Jiffy Lube Live
- Social events offered include an Annual Holiday Party, All Hands Meeting and Casino Night, Summer Picnic, Golf Tournament, Kickball Tournament, Turkey Bowl, Game Night, World Series of Poker, Happy Hours, and more
- Kearney's Community Service Committee raises awareness for various initiatives and offer opportunities to give back to our community and beyond
- The Summer Intern Class hosts a series of enjoyable fundraising events in support of selected charities.

PROFESSIONAL DEVELOPMENT

Kearney is committed to investing in our most valuable resource: our employees. Providing a corporate university that enables our employees to recognize their potential and grow their knowledge ultimately strengthens Kearney. Our professional development benefits include the following:

- Mentorship programs are offered based on career level to further support and guide our employees
- Multiple learning programs delivered in various formats to assist employees in earning Continuing Professional Education (CPE) credits
- Kearney provides a one-time benefit of up to \$2,500 for employees using a Certified Public Accountant (CPA) preparatory course
- Certification bonuses are provided to employees who successfully complete many industry-related certifications
- Membership fees for a business or professional organization may be submitted for reimbursement
- Employees may receive \$2,500 – \$7,000 per year (subject to length of service) in tuition reimbursement for successfully completing classes related to their career
- The Career Path Guide and Career Continuum, created by Kearney employees, provide a framework and recommendations for advancing your career.

PAID TIME OFF AND FLEXIBLE WORK SCHEDULES

Kearney provides paid time off to meet your needs for various unforeseen and planned circumstances. Our benefits include the following:

- Remote opportunities based on project and engagement needs
- Taking vacation is encouraged; however, a Buy Back Program is offered where you may receive payment for unused vacation days every other year
- Kearney recognizes all Federal holidays
- Parental leave covers maternity, paternity, adoption, foster care, and legal guardianship. Five weeks of leave is paid at 100% of your salary
- Prenatal care leave offers 20 hours of paid leave for expectant employees to attend medical appointments for testing, monitoring, and treatments
- Paid jury leave, military leave, bereavement leave, organ and bone marrow donor leave, and advance leave are also available.

FITNESS BENEFITS

Our fitness benefits include the following:

- Employees may select one fitness benefit per calendar year: Gold's Gym and OneLife Fitness corporate membership rates; fitness equipment; race reimbursement; personal training reimbursement; or a monthly subsidy towards a health club of your choice
- A free on-site fitness center is offered
- Corporate discounts are offered for Gold's Gym, OneLife, and Orangetheory
- You may participate in any of Kearney's various sports teams
- Company-wide fitness challenges, complete with prizes, are offered to all employees
- Annual mental wellness reimbursement for apps such as Headspace and Calm.