Employee Benefit Information

KCI pays a large portion of an employee's *coverage. Rates are available through HR for dependents. Benefits offered through Cigna Health and Guardian Dental. Employees are eligible for medical benefits the 1st day of the month after sixty days of regular employment with Kids' Corps, Inc. and dental, vision, life, short term disability, and 401k benefits the 1st day of the month after ninety days.*

COVERAGE	EMPLOYEE PAYS Biweekly	KCI PAYS Biweekly	TOTAL COST OF BENEFIT Per Pay Period
Employee Medical	**$100.00**	$614.29	$714.29
Employee Dental	**$11.45**	$18.19	$29.64
Employee Vision	**$0.00**	$5.60	$5.60
Employee AD&D	**$0.00**	$1.48	$1.48
Employee Short Term Dis.	**$0.00**	$9.34	$9.34
TOTAL:	**$111.45**		

Cigna Health Insurance Company

Employee Medical	**Preventative care and services including immunizations covered at 100%. Unlimited office visits $45.00 copay, or telehealth option for $20.00 copay, then plan pays 100%.** For other services outside of visits, preventative, and pharmacy there is a $3000 deductible. **Retail Pharmacy** - Pharmacy benefits 3-tier benefit with co-pays of $15/$30/$50 depending upon the medication.

Guardian Dental, Life, and Vision Insurance

Employee Dental	**$50 Deductible.** Preventive care (cleaning, fluoride, x-rays) covered at 100% with deductible waived. Traditional 80% and 50% coverage depending upon services. Annual services limit is $2,000 per person. Orthodontics not included in plan.
Life AD&D	**$20,000** life coverage and accidental death and dismemberment
Vision	**Eye exam copay $10, lenses copay $25.** Frames benefit up to $130 anything above that 20% off. $130 contact lenses benefit.
Short Term Disability	**Provides 60% of gross income** for qualifying accidents, injuries, illnesses, and recovery after the birth of a child for up to 11 weeks.

New Hire Stipend	New employees are offered a $300.00 hiring stipend at the end of ninety days of employment or their introductory period (whichever comes first).
Holiday Pay	12 paid holidays per year for all regular employees.
Paid Time Off	Leave accrues at a rate of .06 per hour worked for the first three years of employment beginning on first day of employment. Eligible to use leave following a 90-day introductory period. Leave accrual increases to .10 after three years of employment. Substitutes do not qualify for paid time off.
401 (k) Retirement	Employees can start the plan at any time after 90 days of employment. Employees choose their contribution rate. Kids' Corps, Inc. offers a company match of half up to 6% of the employee's income on a vesting schedule of six years.
Employee Assistance Program	Confidential and professional resource available 24/7 provided by KCI and available to all employees and their immediate family members at no cost.
Training & Tuition Assistance	KCI provides generous training and tuition assistance as funds allow. Leadership development provided to all supervisors and coordinators. College club and teacher tuition assistance provided to all teaching staff. Check with Human Resources for more information.
Colonial Life	Employees can sign up for Colonial benefits and have premiums deducted from their payroll checks.
Pay Increases	Educational awards and increases. Experience increase given to all regular employees as funding allows.
Employee Referral Program	Employees who refer someone that is hired will receive $100 bonus for the referral once the staff starts, and $100 after the referral completes their 90-day intro period.