# KFB Employee Benefits

(**Benefits listed below apply to full time employees only unless marked by \*)**

**Vacation** – Depending on years of service full time employees receive paid vacation time. Only 5 days of this time must be taken consecutively. The other days may be taken as individual days.

**Sick time** – Employees are granted 6 sick days per year and any days not used rollover to the next year in addition to 6 new days granted until 90 days are reached. Sick days may be used for illness of one for which the employee is the primary caregiver and employees with more than 65 accumulated sick days may use them for illnesses of other family members.

**Personal Days** – Full time employees are granted 2 personal days each year.

**Paid Holidays –** Full time employees receive 11 paid holidays each year.

**Birthdays –** Full time employees receive paid time off on the afternoon of their birthday.

**Medical** – Full time employees have the opportunity to enroll in a health and/or dental insurance plan in which the bank pays all or a majority of the premium.

**Vision –** Vision insurance is available for full time employees that wish to purchase.

**MASA** – Insurance to cover emergency transportation costs, whether via ground or air ambulance, is available for full time employees that wish to purchase.

**HSA** – Those full time employees that enroll in a high deductible health plan (HDHP) will have a health savings account (HSA). Depending on the costs of the HDHP, KFB may pay the entire premium and/or contribute to the employee’s HSA. The employee is responsible for maximum out of pocket costs that currently range from $3,500 to $10,000 per year depending on the plan.

**Life** – Full time employees are enrolled in multiple plans with life, accidental death & dismemberment and long term disability insurance at no cost to the employee.

**\*Bonus Program** – KFB has a formal bonus program in which each employee’s payout is calculated based on percentage of bank income, percentage of their earnings as well as their performance rating. These factors allow for the employee to be able to affect their bonus payout. To be eligible an employee must be employed before September 1 of the current year.

**Pension** – The bank pays the entire cost of the defined benefit pension plan; employees do not contribute. Employees join the plan after working 1000 hours during a calendar year and being at least 21 years old. Employees are fully vested after 5 years. This defined benefit pension plan provides a guaranteed pension payment to fully vested employees upon their retirement. This payment continues for their lifetime with options for other elections to continue payments to a spouse beneficiary. A non spouse beneficiary may be eligible for payments if a term certain option is chosen. The employee has no cost towards this plan and does not have to deal with monitoring investments as with a 401K plan.

**Vacation day for charity contribution –** Any employee donating a predetermined annual amount to the annually designated charity will receive 1 day off with pay.

**Family Leave –** Following the birth of a child or placement with a full time employee of a child for adoption or foster care, full time employees will receive 4 weeks of paid family leave.

**\*Flu Shots –** All employees may participate in receiving a flu shot given at the bank.

**\*KFB Get Fit Program** – Any employee may participate and receive prizes for exercise, weight loss and tobacco cessation.

**\*Fitness Assistance** – KFB will share in part of the cost of memberships to the YMCA, and Weight Watchers.

**\*Casual Fridays For a Cause** – On select Fridays the employees are invited to dress casually and donate to various charities.

**\*Dress Code –** Business casual dress code includes neck ties being optional for men.

**\*Pay Structure** – Each position falls into a specific pay level giving employees an understanding of how much they can earn by doing well in that position or to see other positions for which they may want to prepare and strive to achieve.

**Tuition Assistance** – Depending on courses taken, KFB may provide tuition assistance to full time employees furthering their education.

**\*Company Picnic –** All employees and their families are invited annually to a picnic.

**\*Christmas Party** – Employees and a guest are invited to a Christmas party event which is no cost to the employee and prizes are awarded.

**\*Community Involvement Opportunities** – KFB supports various charities and encourages all employees to volunteer.

**\*Evaluations** – Annual performance evaluations are conducted to help the employee know how they are doing in their job. These evaluations are a factor in the calculation of an annual bonus.

**\*Job Postings** – Job openings within the bank for non-officer positions are posted so that all employees have an opportunity to apply.

**\*Checking Accounts** – Employees receive free checks on their accounts and service charges are waived, except for overdraft fees.

**Loan Rate Reduction** – After 3 years of full time employment, employees may receive a reduction in the interest rate on new loans.

**\*Safe Deposit Boxes –** Employees may obtain 1 safe deposit box free of rental charges.

**\*Open Door Policy with Management** – All members of management are available to all employees. Employee feedback is always welcomed.

**\*Working Environment** – KFB has a great working environment where co-workers care about and help each other.

**\*Learning Other Jobs –** Employees, in coordination with their supervisor, have opportunities to learn about other areas of the bank to give them better chances for advancement.