

YOUR BENEFIT SNAPSHOT

The Kinetic Group offers both company-provided benefits, at no cost to you, and optional benefits. For the optional benefits, you have the option to elect coverage, for which you will pay part or all of the cost.



YOUR 2025 BENEFITS

Company Provided Benefits (you receive coverage automatically):

- + Basic Life Insurance
 - Travel Assist & ID Theft
 - Funeral Planning
 - Beneficiary Assist
- + Basic Accidental Death & Dismemberment (AD&D)
- + Basic Short-Term Disability (STD)
- + Long-Term Disability (LTD)
- + Employee Assistance Program (EAP)
- + SmartConnect Medicare Assistance
- + Paid Time Off (PTO)
 - Holidays
- + Lifestyle Spending Account (LSA)
- + Business Travel Accident (BTA)
- + AiRCare Health
- + Adoption Assistance
- + Education Assistance
- + Paid Parental Leave (for new parents)
- + Employee (Product) Purchase Program

Optional Benefits (you must enroll to receive coverage):

- + Medical and Prescription
 - Two plan offerings — a Traditional PPO Plan and a Health Savings Plan (HSP)
- + Telemedicine (if enrolled in a company medical plan)
- + 9amHealth (if enrolled in a company medical plan)
 - Complete cardiometabolic care program that provides seamless support for people living with diabetes, hypertension, and other related conditions
- + Hinge Health (if enrolled in a company medical plan)
 - A digital musculoskeletal (MSK) clinic with personalized care plans to help you and your dependents recover from pain, discomfort, and injuries related to muscle and joint health
- + Critical Illness, Accident and Hospital Indemnity Insurance
- + Health Savings Account (HSA)
- + Flexible Spending Accounts (FSAs)
 - Health Care
 - Limited Purpose
 - Dependent Care
- + Dental
 - Two plan offerings: Basic and Basic Plus Plan
- + Vision
- + Supplemental Life & AD&D
- + Buy-up Short-Term Disability (STD)
- + PTO Buy/Sell Program
- + 401(k) Plan
 - The Kinetic Group matches up to 6%
- + Legal Services
- + DailyPay



GIVING BACK TO OUR EMPLOYEES AND THE OUTDOORS

Sustaining long-term value means excelling in the marketplace, in our communities and in supporting our employees. The Kinetic Group is proud to offer the following:

Employee Assistance Fund

A non-profit fund that was created to help employees who face financial hardship immediately after a natural disaster, an unforeseen personal hardship or other qualifying events.