

# COMPENSATION & BENEFITS AT KENNEBUNK SAVINGS

## PAID TIME OFF

- HOLIDAY TIME
- FLOATING HOLIDAY TIME
- EARNED PAID LEAVE
- VACATION TIME
- SICK TIME

## PLANNING FOR RETIREMENT

### 401K PLAN

- Employees are vested immediately and can contribute 1% - 60% of their pre-tax wages not to exceed the annual IRS Limit.
- After 1 year the company matches 100% on the first 3% of an employee's contributions and 50% on the next 2% of their contributions.

### DEFINED BENEFIT PENSION PLAN

- Provides a fully funded pension plan to employees that work 20+ hours/week. Eligible employees are fully vested in this plan after five years of service.

## INSURANCE

### HEALTH

The company's health plan is a High Deductible Health Plan (HDHP) with a Health Savings Account (HSA) and is administered by Cigna. Preventive care is covered at 100%.

### HEALTH SAVINGS ACCOUNT

An HSA provides employees with the opportunity to set aside money on a pre-tax basis to pay for qualified medical expenses now and in the future, including retirement.

- Dental
- Life Insurance
- Short Term Disability
- Long Term Disability
  - Critical Illness
  - Accident Insurance
  - Hospital Indemnity
  - Pet Insurance
- Long Term Care
- Vision
- Accidental Death & Dismemberment Insurance



APPLY  
ONLINE



*\*\*This benefit overview is not a comprehensive description of eligibility and other guidelines. Please refer to the Employee Handbook and Plan Documents for more information.\*\**

# ABOUT KENNEBUNK SAVINGS

## COMMUNITY PROMISE

Each year, we donate 10% of our annual earnings to local non-profits, social, and environmental causes. Since 1994 we've invested \$14 million in 935 local non-profits!

## VALUES

We take pride in embodying our Core Values each and every day: Trust, Integrity, Proactive, Empathy.

## CULTURE

Our Common Purpose is "helping one another is always the right thing to do". This goes for our customers, community members, and fellow employees.

## DIVERSITY, EQUITY & INCLUSION

We are committed to creating an inclusive culture, driving equality, building a diverse talent pool, promoting open conversations, and providing support and alliances.

## PROFESSIONAL DEVELOPMENT

We offer opportunities for growth with a focus on career development. Employees interested in moving their career forward can take courses through the Center for Financial Training, attend various workshops led by experts here at the company and can apply for admission into one of our Leadership Academy programs.

## OTHER BENEFITS

### WELLNESS

We believe our employees can be their personal best when they are able to incorporate personal wellness with work, whether it be physical, mental, financial, or more! We have programs in place that help support our employees' goals:

- A comprehensive wellness program that consists of a Wellness Committee, wellness events, a dedicated Health Coach and a fitness center located at our Operations Center in Kennebunk.
- We are a designated Recovery-friendly workplace by the State of New Hampshire!

### VOLUNTEERING

Every employee is given GR8 Hours each year, which is eight (8) hours of paid time to use for volunteering in the community during work hours. In their first year, employees will receive this time if they are hired by June 30th.

We are proud that our employees dedicated more than 5,500 hours in 2021 alone to nonprofits in our community.

