



TOTAL REWARDS PACKAGE COMPENSATION EXAMPLE

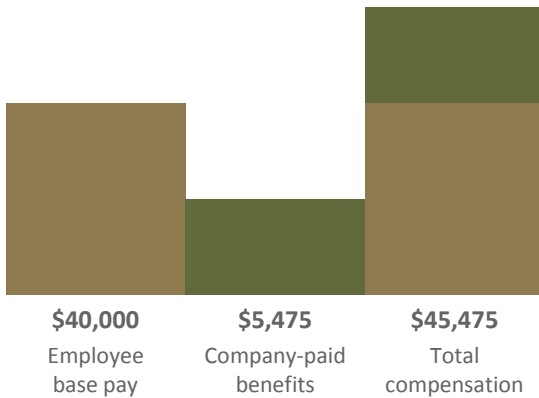
FIELD/SHOP PROFESSIONAL – EMPLOYEE ONLY – BASIC BENEFITS

This example shows how much a single RK employee making a base salary of \$40,000 per year, enrolled in basic benefits, actually earns in total compensation from RK. RK pays for a big portion of your healthcare benefits, vacation time, sick days, performance incentives and 401k retirement plan matching funds. We call this your RK Total Rewards Package.



TOTAL COMPENSATION PACKAGE

(Your base pay and company-paid benefits)



ANNUAL BASE SALARY

Base pay total	\$ 40,000.00
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BENEFITS	COMPANY CONTRIBUTION	YOUR CONTRIBUTION
Insurance benefits total	\$ 3,874.52/annual	\$ 1,740.44/annual
Medical and Rx (high deductible plan)	\$ 3,442.40/annual	\$ 1,740.44/annual
STD	\$ 157.04/annual	
LTD	\$ 208.00/annual	
Basic life	\$ 67.08/annual	
Retirement benefits (at 5%) total	\$ 1,600.04/annual	\$ 1,999.92/annual
Benefits total	\$ 5,474.56/annual	\$ 3,740.36/annual

PAID TIME OFF BENEFITS

Vacation days (5)	\$ 769.23/annual
Holidays (6)	\$ 923.08/annual
Time off benefits total	\$ 1,692.31/annual

RK pays for 60% of total benefits

Company-paid benefits and contributions represent an additional 12% of total benefits/compensation

Benefit eligibility is determined by employment status. Full-time employees (over 30 hours) have access to all benefits outlined above. Part-time employees (under 30 hours) have limited access. See HR for full details on eligibility. The information presented on the Total Rewards Statement is subject to change and is not a guarantee of payment or benefits offered.



TOTAL REWARDS PACKAGE COMPENSATION EXAMPLE

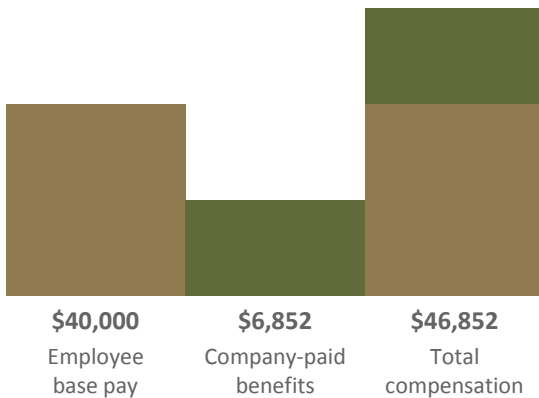
FIELD/SHOP PROFESSIONAL – EMPLOYEE ONLY – ALL BENEFITS

This example shows how much a single RK employee making a base salary of \$40,000 per year, enrolled in all benefits, actually earns in total compensation from RK. RK pays for a big portion of your healthcare benefits, vacation time, sick days, performance incentives and 401k retirement plan matching funds. We call this your RK Total Rewards Package.



TOTAL COMPENSATION PACKAGE

(Your base pay and company-paid benefits)



ANNUAL BASE SALARY

Base pay total \$ 40,000.00

BENEFITS	COMPANY CONTRIBUTION	YOUR CONTRIBUTION
Insurance benefits total	\$ 5,251.48/annual	\$ 1,442.48/annual
Medical and Rx (high deductible plan) with wellness and nicotine-free incentives	\$ 4,642.56/annual	\$ 540.28/annual
Dental (PPO Plus Premier plan)	\$ 176.80/annual	\$ 176.80/annual
Vision (H plan)		\$ 69.68/annual
STD	\$ 157.04/annual	
LTD	\$ 208.00/annual	
Basic life	\$ 67.08/annual	
Additional life (at \$200,000 coverage)		\$ 232.96/annual
Additional AD&D (at \$200,000 coverage)		\$ 120.12/annual
Accident		\$ 99.32/annual
Legal		\$ 203.32/annual
Retirement benefits (at 5%) total	\$ 1,600.04/annual	\$ 1,999.92/annual
Benefits total	\$ 6,851.52/annual	\$ 3,442.40/annual

PAID TIME OFF BENEFITS

Vacation days (5)	\$ 769.23/annual
Holidays (6)	\$ 923.08/annual
Time off benefits total	\$ 1,692.31/annual

RK pays for 53% of total benefits

Company-paid benefits and contributions represent an additional 15% of total benefits/compensation

Benefit eligibility is determined by employment status. Full-time employees (over 30 hours) have access to all benefits outlined above. Part-time employees (under 30 hours) have limited access. See HR for full details on eligibility. The information presented on the Total Rewards Statement is subject to change and is not a guarantee of payment or benefits offered.