



# TOTAL REWARDS PACKAGE COMPENSATION EXAMPLE

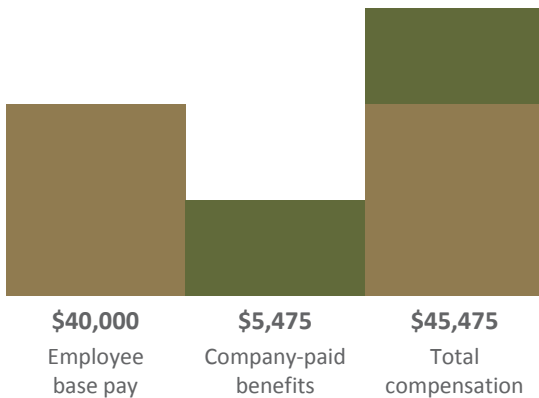
## OFFICE PROFESSIONAL – EMPLOYEE ONLY – BASIC BENEFITS

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

### BENEFITS

	COMPANY CONTRIBUTION	YOUR CONTRIBUTION
<b>Insurance benefits total</b>	<b>\$ 3,874.52/annual</b>	<b>\$ 1,740.44/annual</b>
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	
<b>Retirement benefits (at 5%) total</b>	<b>\$ 1,600.04/annual</b>	<b>\$ 1,999.92/annual</b>
<b>Benefits total</b>	<b>\$ 5,474.56/annual</b>	<b>\$ 3,740.36/annual</b>

### PAID TIME OFF BENEFITS

Sick days (5)	\$ 769.23/annual
Vacation days (10)	\$ 1,538.46/annual
Holidays (7)	\$ 1,076.92/annual
<b>Time off benefits total</b>	<b>\$ 3,384.61/annual</b>

**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

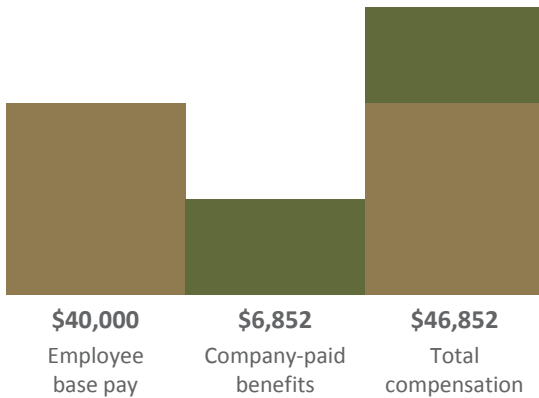
## OFFICE PROFESSIONAL – EMPLOYEE ONLY – ALL BENEFITS

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
<b>Insurance benefits total</b>	<b>\$ 5,251.48/annual</b>	<b>\$ 1,442.48/annual</b>
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
<b>Retirement benefits (at 5%) total</b>	<b>\$ 1,600.04/annual</b>	<b>\$ 1,999.92/annual</b>
<b>Benefits total</b>	<b>\$ 6,851.52/annual</b>	<b>\$ 3,442.40/annual</b>

### PAID TIME OFF BENEFITS

Sick days (5)	\$ 769.23/annual
Vacation days (10)	\$ 1,538.46/annual
Holidays (7)	\$ 1,076.92/annual
<b>Time off benefits total</b>	<b>\$ 3,384.61/annual</b>

**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.