

Employee Benefits

Our firm provides a competitive package of benefits to our most valuable asset—you.

*For me, employee **benefits** help us to align interests and attract and retain the most talented and impactful team of researchers, developers and management consultants. My hope is that high-caliber individuals will be attracted to KCA based on our: philosophy, corporate culture, impact and **benefits**. And I recognize that our company's continued success will largely be driven by you--consultants and staff solving problems, exploiting opportunities and producing results for our clients. I continue to tailor employee **benefits** to demonstrate my personal commitment to each one of you and to share the **benefits** of KCA's continued thoughtful growth and impact.*

Eric

Overview

Eligibility: All full-time exempt and non-exempt employees

Benefit	Employee Options			
	Option 1	Option 2	Option 3	Option 4
Paid Holidays	Employees are paid for all designated federal holidays		N/A	
Paid Time Off (PTO)	1-3+ Weeks		N/A	
401K Contributions	4 % company matching contribution		N/A	

Benefit	Employee Options			
Project Profit Sharing Program	2 % bonus pool for business development	N/A		
Performance Incentives	Spot bonus	Annual Performance Bonus	Annual Management Bonus	N/A
Training and Development	5 days paid professional training and development	N/A		
Healthcare Insurance	HMO full employee coverage	PPO coverage with employee augmenting premium payments	Monthly cash reimbursement in lieu of healthcare coverage	N/A
Short-term Disability	Full coverage for employee	N/A		
Long-term Disability	Full coverage for employee	N/A		
Education Reimbursement	Reimburse tuition reimbursement for all pre-approved higher education courses	N/A		
Fitness Facilities	On-site fitness facility	N/A		
Discretionary Compensation (future)	Charitable Contributions	Time off for community work	Additional Training & Development	Fitness Programs
Life Insurance (future)	Company coverage based on salary	Additional employee paid coverage options	N/A	

KCA is an equal opportunity employer that proudly celebrates our commonality and collective ability to make a real difference in the lives of others.