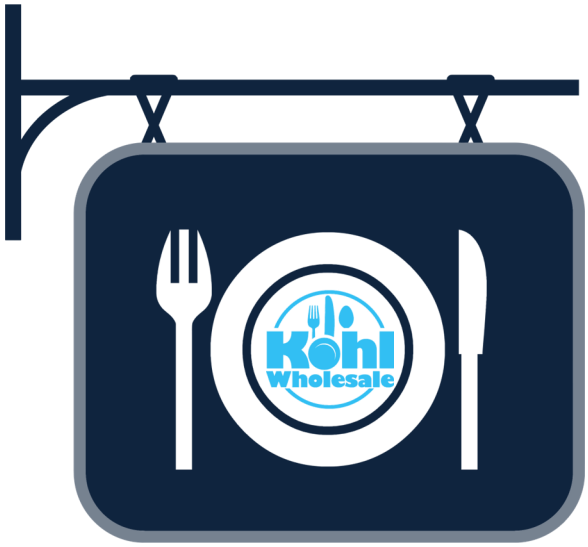


Kohl Kafe

Distribution Center—April 2025

Our comprehensive benefits menu offers a fine selection of choices that are designed to meet your needs.

All benefits are effective after successful completion of a 60-day training/review period.

TEMPTING BEGINNINGS

Kohl Kafé offers a variety of benefit appetizers for you free of charge.

*** Basic Life Insurance/AD&D**
$15,000 - Employee
$ 5,000 - Spouse
$ 2,000 - Child (With Age Limitations)

*** Paid Vacation**
Year of Hire (After Review Period): Pro-Rate Amount
Following Two Years: One Week
Following Six Years: Two Weeks
Following Eight Years: Three Weeks
Each Subsequent Year: Four Weeks

*** Paid Holidays**
New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving, Christmas

*** Sick Time**
Year of Hire (After Review Period): Pro-Rate Amount
Each Subsequent Year: Five Days + Unused Carryover
Perfect Attendance Program

*** Personal Days**
Year Following Date of Hire: Pro-Rate Amount
Each Subsequent Year: Four Days

*** Funeral Leave**

*** Steel-Toe Shoe Allowance/Uniform Discounts**

ENTREES

Our insurance plan is effective the first of the month following sixty days of employment.

*** Health Insurance - PPO Major Medical Plan**
$1,200 Deductible or $3,000 Deductible Option
Two-Tier Premium Structure -
$1,200 Deductible Plan Option
Non-Tobacco User: $ 86.50S/$107.50F Bi-Weekly
Tobacco User: $107.50S/$134.50F Bi-Weekly
$3,000 Deductible Plan Option
Non-Tobacco User: $ 60.55S/$75.25F Bi-Weekly
Tobacco User: $ 75.25S/$94.15F Bi-Weekly
80/20 Co-insurance After Deductible Is Met
Maximum Out-of-Pocket (Excluding Deductible):
$900 Per Person or $1,800 Per Family
Prescription Discount Card
Office Visit: $35 Co-Pay (PPO Provider) $200 Co-Pay ER
Wellness: 100% Coverage; Smoking Cessation Program
Centers of Excellence and Member Rewards Programs
Working Spouse Provision

*** Dental Plan - Included With Health Insurance**
$50 Deductible Per Person
Coverage: 100% Preventive; 80% Basic; 50% Major
$1,000 Maximum Coverage Annually Per Person

BUY 1 GET 1 FREE

*** Social Security and Medicare Match**

ON THE LIGHTER SIDE

*** Kohl Konnections Employee Newsletter**

SEE FOOD

*** Voluntary Vision Coverage**
$20 Co-pay For Exams Once Per Year
$20 Co-pay For Eyeglasses Once Per Year
$130 Allowance For Lenses Annually/Frames Allowed Once Every Two Years OR
$130 Allowance For Contacts Per Year
Employee: $ 7.63 per month
Family: $16.40 per month

SENIOR CITIZEN'S DISCOUNT

*** 401K Retirement Plan**
$184 Per Month Employer Contribution
Additional $20 Per Month If Employee Contributes at least $20 Per Pay Period
Large Selection Of Investment Fund Options
Pre-Tax and Roth Offerings; Quarterly Statements
100% Immediate Vesting

SIDE ORDERS

*** Voluntary Supplemental Life Insurance**
$100,000 Or 5x Salary Guarantee Issue - Employee

*** Voluntary Short-Term Disability**
14 Day Wait; 11 Week Disability Benefit

*** Voluntary Flex Plan-Medical/Dependent Care**
Annual Max: $3,300 for Medical; $5,000 for Dep. Care

*** Voluntary Credit Monitoring/Pre-Paid Legal**

*** EAP - Employee Assistance Program**

*** Educational Assistance Program**

*** Employee Purchase Discounts/Kohl Korner**

*** Gym Membership Discounts**

*** Kohl Kares Programs**

*** Flu Shots**

SPECIAL SELECTION

*** Employee Assistance Fund**

Kohl Kafe

Distribution Center—April 2025

In addition to our fine benefit selection, Kohl Kafe includes many other perks and rewards for employees. Check out the additional specials you may enjoy from time to time when offered by the company.

SAVORY SPECIALS

Kohl Kafé offers a variety of appreciative specials designed to make your day!

Kohl Star
Kohl Kudos Cards and Trinkets
Kohl Konnections Employee Newsletter
Kohl Bridge and Appreciation Gift Cards
Kohl Delights Employee Features

Thank You Notes
Recognition Notes

Education Kohl—Job-Related Training
CDL Educational Reimbursement Program

Facebook Employee Spotlights

Recruitment Referral Bonuses

S.A.F.E. Committee Activities

SPECIALS SERVED FAMILY-STYLE

Our perks include fun events for employees and their families. Just look at some of the fun events and programs Kohl Wholesale has hosted or sponsored!

Quincy Gems Baseball Game

Quincy Racing Events

Dogwood Parade

July 4th Fireworks/Employee Picnic

Company Outings
St. Louis Cardinals Baseball Game

Quincy Community Theater Shows

Kohl Kares Scholarships

Community Walks
Bridge the Gap and Alzheimer's Association

Contests
King of the Road and Warehouse Wizard

MONTHLY SPECIALS

As the months come and go, the perks continue to flow!

R.A.E. Award Winners

Birthday Recognitions
Birthday Treats

Fundraising Fridays

YEARLY SPECIALS

Celebrating continues with special events designed to appreciate employees and their bosses!

Boss's Day

Office Appreciation Day
Distribution Center Appreciation Day

Employment Anniversary Recognition

Safety Breakfast or BBQ
Driver/Warehouse BBQ

HOLIDAY SPECIALS

Holidays give us the perfect excuse to have more fun in the workplace with festive games and events.

Holiday Company Business Meeting

12 Days of Safety
Ugly Christmas Sweater Contest
Christmas Gifts

Holiday Luncheons and Carry-Ins

Halloween Costume Contest

CHEF'S SPECIAL

Our sales and marketing team are vigilant about pursuing events that promote our mission as the leading customer-driven regional broadline foodservice distributor!

Taste of St. Louis