

Kohl Kafe

Office and Sales—July 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 Year: One Week
Following Six Years: Two Weeks
Following Seventeen Years: Three Weeks
Each Subsequent Year: Four Weeks
** Limited rollovers allowed based on vacation tier*

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

*** Sick Time**
Year Following Date of Hire: Pro-Rate Amount
Each Subsequent Year: Five Days

*** Funeral Leave**

*** Flex Time Options (with Supervisor Approval)**

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 Per Person; $2,400 Per Family
Non-Tobacco Premium Structure (2x Per Month):

Employee:	$ 81.59 2x Per Month
EE/Child:	$276.60 2x Per Month
EE/Spouse:	$302.33 2x Per Month
Family:	$418.43 2x Per Month

** Tobacco User Rates: Additional cost per month for each tobacco user (employee, spouse, and/or child) is added to the above premium*

75/25 Co-insurance After Deductible Is Met
Maximum Out-of-Pocket (Excluding Deductible):
$2,075 Per Person or $4,150 Per Family
Prescription Card
Generic—$10.00
Brand Name—35% with minimum payment of $12
Office Visit: $35 Co-Pay (PPO Provider)
Wellness: 100% Coverage Up to $250 Per Year
Centers of Excellence and Member Rewards Program
Smoking Cessation Program
Working Spouse Provision

*** Be Well Employer Health Care Clinic**
Offered for Health Insurance Participants Who Live/Work In the Quincy, IL Area
Free Health Care for Designated Services
Wellness Screenings, Coaching, and Classes
Free Gym Membership

BUY 1 GET 1 FREE

*** Social Security and Medicare Match**

ON THE LIGHTER SIDE

*** Kohl Konnections Employee Newsletter**

SWEET TOOTH

*** Voluntary Dental Plan**
Four-Tier Premium Structure (2x Per Month)

Employee:	$13.95 2x Per Month
EE/Child:	$30.15 2x Per Month
EE/Spouse:	$27.89 2x Per Month
Family:	$43.19 2x Per Month

$1,000 Maximum Coverage Annually Per Person
$50 Deductible Per Person
Coverage: 100% Preventive; 80% Basic; 50% Major

SEE FOOD

*** Voluntary Vision Coverage**
Standard with Health or Voluntary
$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**
50% Match Up to 5% of Salary; 100% Immediate Vesting
Large Selection Of Investment Fund Options
Pre-Tax and Roth Offerings; Quarterly Statements

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**

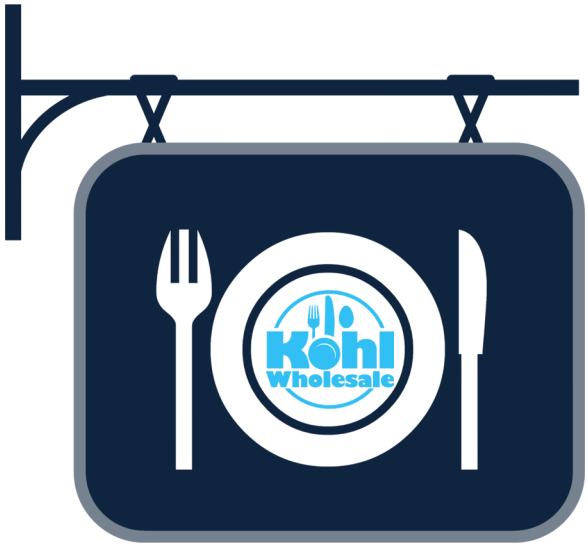
*** Gym Membership Discounts**

*** Kohl Kares Programs**

*** Flu Shots**

SPECIAL SELECTION

*** Employee Assistance Fund**



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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 Doggy Paddlers 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