

Your Total Rewards at Kaiser Permanente

Nonrepresented Employees

(Includes Program Offices
and Information Technology
employees who were hired and have
established residency in the Washington Service Area
on or after June 1, 2017)

Washington



It all starts with our mission.

At Kaiser Permanente, our mission is to provide high-quality, affordable health care services and to improve the health of our members and the communities we serve.

Our desire to deliver the best possible care inspires us to promote total health among our members, communities, and each other. Driven by our mission, we are committed to eliminating health care disparities and making lives better through innovation, technology, and research.

Making this happen requires the best people. We hire and retain excellent employees filled with passion for our mission, and reward them well with a Total Rewards program that includes competitive pay and benefits, with:

- Competitive base pay and an annual incentive plan tied to performance
- Comprehensive health, dental, and income protection coverage
- Retirement savings plans with employer match
- Generous paid time off

And that's just the beginning. As a Kaiser Permanente employee, you will also have access to education benefits, ongoing professional development, and opportunities to participate in our richly diverse community.

Once you join Kaiser Permanente, you can sign in to HRconnect to learn more about these programs and review your Total Rewards Statement to see the full value of your comprehensive benefits and compensation package.



Your Pay

Base Pay

Your pay is determined by the competitive market pay rate for your job, your skills, experience, and job performance.

Variable Pay

You may be eligible for incentive and bonus rewards for achieving organizational, team, and individual performance goals that advance our mission.

Spot Awards

You may receive cash payments that recognize above-and-beyond performance.

Your Benefits — The Basics

Who's Eligible?

You're eligible for most benefits if you are regularly scheduled to work at least 20 hours per week. Other benefits require at least 30 hours per week.

Who Pays?

Kaiser Permanente pays most of the cost of your benefits. You may contribute to the cost of some benefits through payroll deduction.

Who's Covered?

You may cover yourself and your eligible dependents, including your spouse or same-sex/opposite-sex domestic partner, and children up to age 26.



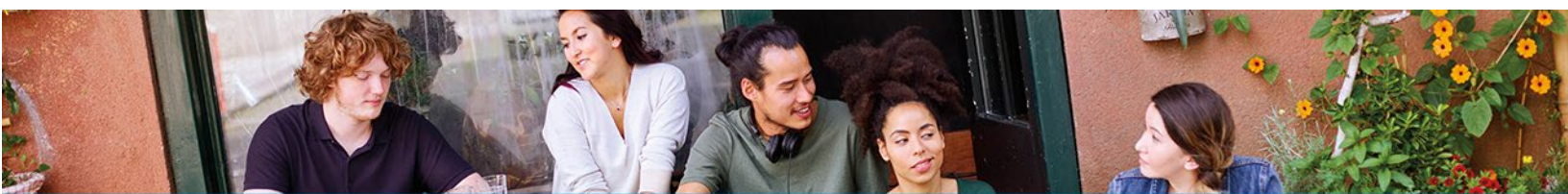
When Do Benefits Start?

Your benefits begin at different times:

Benefit	When it begins
403(b) Retirement Plan	Hire date
Dental Coverage	First of the month following 1 month of employment.
Life and Accident Insurance	First of the month following 1 month of employment.
Long-Term Disability	First of the month following 1 month of employment.
Medical Coverage	Hire date
Paid Time Off	Hire date
Salary Continuance	Hire date

How Do I Enroll?

You have 31 days from your start date to enroll yourself and eligible dependents in health, insurance, and disability benefits. You will receive new-hire information and will enroll online. You may enroll in the retirement savings plan at any time.



Health and Well-Being

Core Medical Coverage

Core Medical Plan coverage includes basic and major medical care. You must meet an annual deductible of \$100 per individual or \$200 per family. Your coverage includes vision care and an allowance for frames or lenses. Your cost per visit or prescription is shown below.

Service	You pay
Office visits	\$15
Preventive care	No charge
Hospitalization	\$100
Emergency room	\$100
Prescriptions	\$15 generic/\$30 brand
Mental health	No charge for first 10 mental health visits (after deductible); \$15 for additional visits

Dental Coverage

You have a choice of 2 Delta Dental plans, and Willamette Dental. The plans cover many of the same services, but the costs and coverage levels vary.

Flexible Spending Accounts

You can set aside pre-tax dollars to help pay for eligible medical and dependent care expenses.

Employee Assistance Program

This program provides free and confidential counseling for personal and work issues, as well as financial, legal, and dependent care referrals.

Healthy Workforce

We offer award-winning resources and tools to help you be active, eat well, and thrive.



Securing Your Future

Kaiser Permanente Washington 403(b) Plan

Save for retirement through pre-tax contributions. You choose investment options for your savings.

- Kaiser Permanente will match 50% of your own contributions of up to a maximum of 4% of your eligible earnings.
- You're immediately 100% vested in contributions to your account.

Kaiser Permanente Washington Defined Contribution Plan

Kaiser Permanente will contribute 6.3% of your base salary, up to the Social Security taxable wage base, plus 12.0% of your base pay that is over the Social Security taxable wage base. You become vested once you have 3 years of vesting service. You earn one year of vesting service each calendar year that you work at least one hour.

Retiree Benefits

You may be eligible for retiree health and life insurance benefits when you retire, depending on your age and years of service at retirement.

Financial Wellness

Life and Accident Insurance

Life and accident insurance protect your loved ones in the event of a serious injury or death.

- Employee Life Insurance — coverage of 1 times your annual salary, up to \$250,000; \$50,000 coverage option is also available
- Optional Life Insurance — pay for coverage of one to 5 times your annual salary, up to \$1 million
- Optional Dependent Life Insurance — pay for coverage of up to \$500,000 for your spouse or domestic partner/civil union partner, and up to \$10,000 for eligible children
- Optional Accidental Death and Dismemberment — pay for coverage for yourself of up to \$250,000, and coverage for your spouse or domestic partner/civil union partner and children
- You're eligible if you are regularly scheduled to work at least 30 hours per week.
- Business Travel Accident — coverage provided at no cost to you

Disability Income

Disability benefits provide income in the event you're unable to work for an extended period because of a serious illness or injury.

Voluntary Programs

You may purchase more benefits and services at group rates. Programs offered include accident, critical illness, life with long-term care, voluntary term life, pet, auto, home, and renters insurance, as well as legal services and identity theft protection.

Employee Discounts

Save money on entertainment, travel, child care, health and fitness programs, electronics, and more.

Time Away From Work

Holidays

Kaiser Permanente observes the following holidays: New Year's Day, Martin Luther King Jr. Day, Presidents Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day. You are eligible to take holidays immediately after your date of hire.

After 6 months of continuous employment, you also receive one float holiday to use each year.

Paid Time Off

You may use Paid Time Off (PTO) for any reason, such as illness, vacation, or personal time. You earn PTO based on your years of service.

Salaried Employees

Years of Service	Days Per Year
0 to 3	21
4 to 9	26
10 or more	31

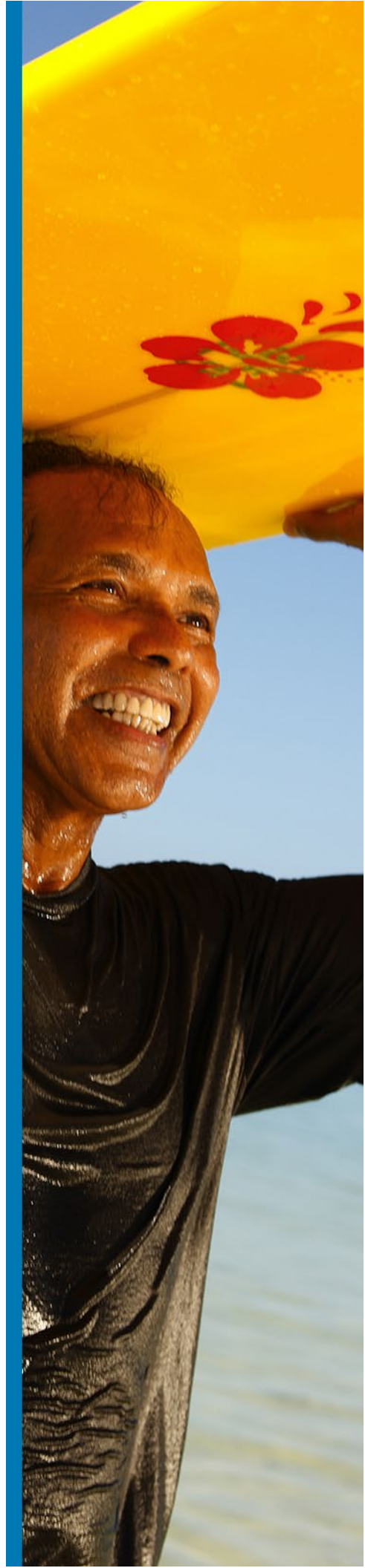
Hourly Employees

Years of Service	Days Per Year
0 to 2	16
3 years	18
4 to 5	24
6 to 7	25
8 to 9	26
10 to 11	27
12 or more	29

You start earning PTO benefits on your hire date, and they can be used as soon as they're earned. PTO days are prorated for part-time employees.

Other Time Off

You also have paid time off for bereavement and jury duty.



Grow Your Career and Thrive

Tuition Reimbursement

You can be reimbursed up to \$3,000 per calendar year for expenses such as tuition and textbooks.

KP Learn

Our online learning portal gives you access to a large catalog of in-person, online, and mobile classes.

Volunteer Opportunities

We encourage our employees to share their time and talents in the communities we serve. As an organization, we also support these efforts with volunteers and financial support. Our KP Cares site helps you connect to organizations and projects that address interests you are passionate about.

Equity, Inclusion, and Diversity

As an inaugural member of the DiversityInc Top 50 Hall of Fame, we are recognized for providing an inclusive environment and equitable opportunity for all of our employees. Our diverse backgrounds, experiences, and ideas make us all better at caring for our members.

Business Resource Groups

These internal career, culture, and community groups connect coworkers in meaningful ways, including networking, mentoring, skill building, and support.

This document summarizes the total rewards package for the employee group listed on the cover. In case of any omission or conflict between this document and the official plan documents or policies, the official documents always govern. Kaiser Permanente reserves the right to modify, amend, change, replace, or terminate any of the benefits described at any time, at its discretion.

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