



## Health & Well-being

Koch pays the majority of medical plan costs; no lifetime max benefit, free preventive care and free, innovative support programs:

- Expert Second Opinions
- Weight & Diabetes Management
- Virtual Physical Therapy
- Concierge Surgery Services
- Mental Health Support



## Retirement & Tax-Advantaged Saving

Health Savings Account with company match up to \$500; Health Care and Dependent Care FSA.

**401K**

COMPANY  
MATCH



FIXED  
CONTRIBUTION  
(if available)



TOTAL COMPANY  
CONTRIBUTION



## Your Life & Career

Employee Assistance Program with no-cost financial consultations, legal referrals and sourcing for child/elder care, home repair experts.

- Educational Assistance
- Adoption & Surrogacy Assistance
- Paid Parental Leave for Six Weeks at 100% Pay (Plus 6-8 weeks for birth mothers)
- 11 Paid Holidays + 3 Weeks of Paid Vacation



## Income & Family Protection

- Company Paid Short-Term Disability
- Long-Term Disability Available
- Life Insurance Coverage Available

Non-union benefits described here apply to KRCs, INVISTA and FHR; other companies vary. Benefits described here to not apply to bargained employees. Any conflict between this summary and the benefit plan documents shall be controlled by the plan documents. If there is any conflict between this summary and your company's policies, the company policy shall control. Koch Industries, Inc. reserves the right to make changes in the benefits, costs and other provisions relative to employee benefits or to terminate any benefit plan or program offered to employees at any time.