

Kirsan Engineering Benefits

At Kirsan Engineering we are committed to being one of the best places to work in the Mid-West. To achieve this goal, we provide our employees with:

- Opportunities for meaningful work
- Modern, up to date technology and tools
- A full range of benefits plans designed to help you and your family enjoy good health and financial security as summarized below.

Benefits For Good Health

Medical

- A choice of Four medical plan options

Plan	Company Contribution Depending on Coverage			
	EE	EF	EE	EF
HDHP4	89% - 96%		\$350 - \$1,000	
HDHP5	79% - 85%		\$350 - \$1,000	
PPO7	67% - 73%		\$350 - \$1,000	
PPO8	71% - 78%		\$350 - \$1,000	

- Annual wellness exams covered at 100%
- Prescription drug coverage
- FSA & HSA savings accounts

Dental

- Free preventative care every 6 months
- Basic benefits (fillings, simple extractions)
- Major benefits (inlays, crowns, dentures)

Vision

- Annual eye exam
- Standard lenses & frames or contacts
- All of the above for \$15

Benefits For Financial Security

Life & Long Term Disability

- \$25,000 life insurance policy @ no cost to the employee
- Long term disability insurance (after 180 days) @ no cost to the employee
- Short/Intermittent Term Disability (Not Insurance). Must be pre-approved and/or use FMLA

Kirsan Engineering Benefits

Supplemental Insurance

- AFLAC

401k Savings Plan

- 4% company match
- "VOYA" investment firm

Benefits For Life/Work

PTO

- Paid holidays (9-12 day depending on how they fall on the calendar)
- Up to 2 earned paid personal days a year
- Paid vacation days

Tuition Reimbursement Program

- Kirsan will reimburse qualified class & book costs

EAP

- 24 hour access to information and resources for marriage, parenting, drug issues and more

Discount Programs

- ADP Total Source employee discount program