Your Total Rewards at Kaiser Permanente

Mental Health Trainees
Physical Therapist Special Projects

Northern California Region
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
- A defined benefit pension plan and retirement savings plans
- 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, voluntary benefits programs at discounted rates, and opportunities to participate in our richly diverse community.

Once you join Kaiser Permanente, you can sign in to My HR 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.

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:

<table>
<thead>
<tr>
<th>Benefit</th>
<th>When it begins</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dental Coverage</td>
<td>First of the month following 3 months of employment</td>
</tr>
<tr>
<td>Life Insurance</td>
<td>First of the month after your hire date, or on your hire date if you start work on the first of the month</td>
</tr>
<tr>
<td>Medical Coverage</td>
<td>First of the month after your hire date, or on your hire date if you start work on the first of the month</td>
</tr>
<tr>
<td>Paid Time Off</td>
<td>Hire date</td>
</tr>
<tr>
<td>Pension Plan</td>
<td>1 year of service with 1,000 hours</td>
</tr>
<tr>
<td>Supplemental Retirement Income Plan</td>
<td>1 year of service</td>
</tr>
<tr>
<td>Survivor Assistance</td>
<td>Hire date</td>
</tr>
<tr>
<td>Tax Sheltered Annuity Plan</td>
<td>Hire date</td>
</tr>
</tbody>
</table>

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

Medical Coverage
You have a choice of medical plans, with services provided through Kaiser Permanente. These plans have no deductibles. All plans come with vision care and an allowance for frames or lenses. Your cost per visit or prescription is shown below.

<table>
<thead>
<tr>
<th>Service</th>
<th>You pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office visits</td>
<td>$5</td>
</tr>
<tr>
<td>Preventive care</td>
<td>$5</td>
</tr>
<tr>
<td>Hospitalization</td>
<td>No charge</td>
</tr>
<tr>
<td>Emergency room</td>
<td>$5</td>
</tr>
<tr>
<td>Prescriptions</td>
<td>$5 generic and brand</td>
</tr>
<tr>
<td>Mental health</td>
<td>$5 individual/$2 group</td>
</tr>
</tbody>
</table>

Dental Coverage
Delta Dental provides preventive, basic, and major services, including child orthodontia.

Flexible Spending Accounts
You can set aside pre-tax dollars to help pay for eligible 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 Tax Sheltered Annuity Plan
Save for retirement through pre-tax or Roth after-tax contributions, or both. You choose investment options for your savings.

- You’re enrolled automatically at a 2 percent contribution unless you opt out.
- Your contribution increases by 1 percent per year up to 6 percent unless you opt out.
- You’re immediately 100 percent vested in your contributions to your account.

Kaiser Permanente Employees Pension Plan – Supplemental Retirement Income Plan
This plan allows you to contribute up to 10 percent of your pay on an after-tax basis after 1 year of service.

Kaiser Permanente Employees Pension Plan
This defined benefit pension plan provides retirement income based on your compensation and years of service when you retire. Kaiser Permanente makes all contributions to this plan. You are vested in the plan after 5 years of service.

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

Financial Wellness

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

- Basic Life Insurance — coverage of up to $5,000, at no cost to you
- Survivor Assistance— one times your monthly base salary, at no cost to you

Voluntary Programs
You may purchase more benefits and services at group rates. Programs offered include long-term care, term life, pet, auto, and home 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. You also receive discounts on over-the-counter medications and other products purchased from a Kaiser Permanente pharmacy.
Time Away From Work

Holidays

Paid Time Off
You may use Paid Time Off (PTO) for any reason, such as illness, vacation, or personal time. You start earning PTO benefits on your hire date, and they can be used as soon as they’re earned.

You receive 10 days of PTO per year. PTO days are prorated for part-time employees or if you’re hired later in the year.

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.