



In addition to the very competitive starting rate that KCI offers its new employees, consider these extended advantages of working at KCI Aviation:

- **KCI is migrating to an Employee-owned company (ESOP), entitling each employee to own shares of the company itself (completion targeted by Dec. 2022).**
- **401K (employee contribution only, employer match scheduled for the future).**
- **Bi-annual wage raises: In July, each employee receives a cost-of-living allowance (COLA). In January, merit raise increase to normal wages are awarded.**
- **Christmas bonus awarded every December (based on the company's performance and employee's years of service).**
- **Paid holidays, plus floating holidays each year, for a total of 10 holidays.**
- **Healthcare, Dental and Vision coverage for individual or family (company pays the majority of cost). See attached for current fee schedules.**
- **Paid sick and vacation time (accrued per the stated schedule).**
- **Overtime as required/offered (not guaranteed).**
- **Opportunity to travel for field work (infrequent).**
- **Per diem paid per day for travel to the company's hangar location in Buckhannon.**
- **Company paid luncheon for KCI employees, once per month.**
- **Company supplied uniforms.**