



Blue Cross Blue Shield PPO Medical, Dental & Vision

Full-Time employees are eligible for medical, dental and vision benefits on the first of the month after 30 days of employment. KOA offers dental and vision insurance free of charge with the medical election.

Extremely low cost premiums paid bi-weekly through payroll.

Individual coverage	\$20.00
Family coverage	\$65.00



Paid Time Off

Employees are eligible to:

Vacation Time: 80 hours after 6 months

Personal Time: 40 hours annually after 90 days

Volunteer Time Off: 1 paid day annually

Bereavement: 3 paid days for the loss of an immediate family member.

Maternity: New mothers are entitled to 7 paid weeks of leave.

Paternity: New fathers are entitled to 1 paid week of leave.

Marriage: 3 paid days to celebrate the event

Jury Duty: Up to 2 paid weeks of leave annually.



Employee Discounts

Verizon Discount: KOA Employees receive an 18% discount on eligible phone lines and a 25% discount on accessories.

Working Advantage: Access to a multitude of deals for travel, hotel, theme parks, event, concert tickets, flights and much more.

Subaru Discount: Receive VIP pricing (7% off) on new Subaru's at a certified Subaru dealership.



Additional Benefits

Life Insurance: KOA pays one times the employees' base salary in the event of an employee's death. Employees have the opportunity to purchase additional life insurance at their own cost.

FSA: Kuriyama offers a flexible spending account to allow employees to designate pre-tax dollars to use toward medical expenses, prescription expenses and/or childcare expenses.

Retirement Plan: KOA matches up to 3% of employee 401k and Roth contributions.

Disability Insurance: KOA offers disability insurance to assist in supplementing your income when out on an approved leave of absence.

Employee Referral Program: Kuriyama offers a \$500.00 incentive to employees who refer candidates that get hired.

Tuition Reimbursement: Kuriyama offers tuition reimbursement to eligible employees up to \$5,250 per calendar year for relevant coursework.

Matching Gift Donation: KOA will match an employee donation of up to \$500.

Footwear Reimbursement Program: Warehouse employees may be reimbursed up to \$100 per year.

Employee Assistance Program (EAP): All employees have access to a confidential EAP for any and all of life's challenges and events.