



Kepler Covers

- Employee Medical Insurance (Kepler's contribution amount can be used towards family coverage)
- Employee Dental Insurance (Kepler's contribution amount can be used towards family coverage)
- Employee Vision Insurance (Kepler's contribution amount can be used towards family coverage)
- Employee Life Insurance and Voluntary Accidental Death & Dismemberment (AD&D) – Coverage equal to your basic annual salary (rounded up to next \$1,000), up to a maximum of \$100,000. Additional coverage available.

401K

- Kepler will match the first 4% of employee contributions
- Employee immediately vested

Optional Coverage (Paid by Employee)

- Additional Life Insurance
- Additional AD&D
- Short & Long Term Disability
- Flexible Spending Accounts
- Dependent Medical, Dental, Vision, and Life

PTO

- Years 0-2 – 120 hours a year (15 days)
- Years 2-5 – 160 hours a year (20 days)

Holidays

- Standard 10 government annual holidays

Tuition Assistance

- Up to \$5,000 per school year

Parking

- Paid parking at work location