



Employee Benefits

Success should be shared!

We're proud to support, reward, and celebrate our amazing team. When you thrive, so do our children and families. Here's what you can look forward to as part of the Kido family:

Childcare Benefits

- ◆ 100% tuition discount for up to two children (ages 18 months and older), starting immediately
- ◆ Discounted infant care available after 1 year of employment (role-dependent)
- ◆ Subject to availability and work schedule
- ◆ Tax implications may apply—please consult a tax advisor



Health, Dental & Vision Insurance

- ◆ Kido covers:
 - 80% of the cost for the basic health plan (BlueCross BlueShield)
 - 75% of the cost for dental and vision plans
- ◆ Available to full-time employees (30+ hours/week)
- ◆ Supplemental coverage options available (e.g. accident, hospital stay, and more)



Healthiest You Program

- ◆ Available to both full- and part-time employees
- ◆ Just under \$4/month for unlimited access to Teladoc services
- ◆ Includes virtual doctor visits, counseling, and more for you and your household



Company-Paid Benefits

- ◆ Life insurance premium fully covered by Kido
- ◆ Short-term disability coverage included at no cost



401(k) Retirement Plan

- ◆ Offered through Ascensus
- ◆ Available to full-time employees after 6 months of employment
- ◆ Automatic enrollment at a 3% contribution rate



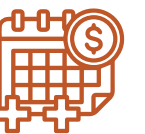
Education Support

- ◆ Fully funded CDA (Child Development Associate) program
- ◆ Tenure-based tuition assistance for higher education



Paid Time Off

- ◆ Up to 2 weeks of PTO in your first year
- ◆ Bonus week of PTO added after 2 years of employment
- ◆ 1 week of paid sick leave per year
- ◆ Paid day off to celebrate your birthday
- ◆ Schools closed and fully paid during the week between Christmas and New Year's



Paid Holidays

- ◆ Paid time off for most major U.S. holidays
- ◆ Time to rest and recharge throughout the year



Professional Growth

- ◆ Regular goal-setting and career development conversations
- ◆ Ongoing personal and professional support
- ◆ Two paid professional development days each year



Questions?

These benefits apply to full-time team members working 30+ hours per week. For more information, talk to your manager or connect with the People Team—we're happy to help!