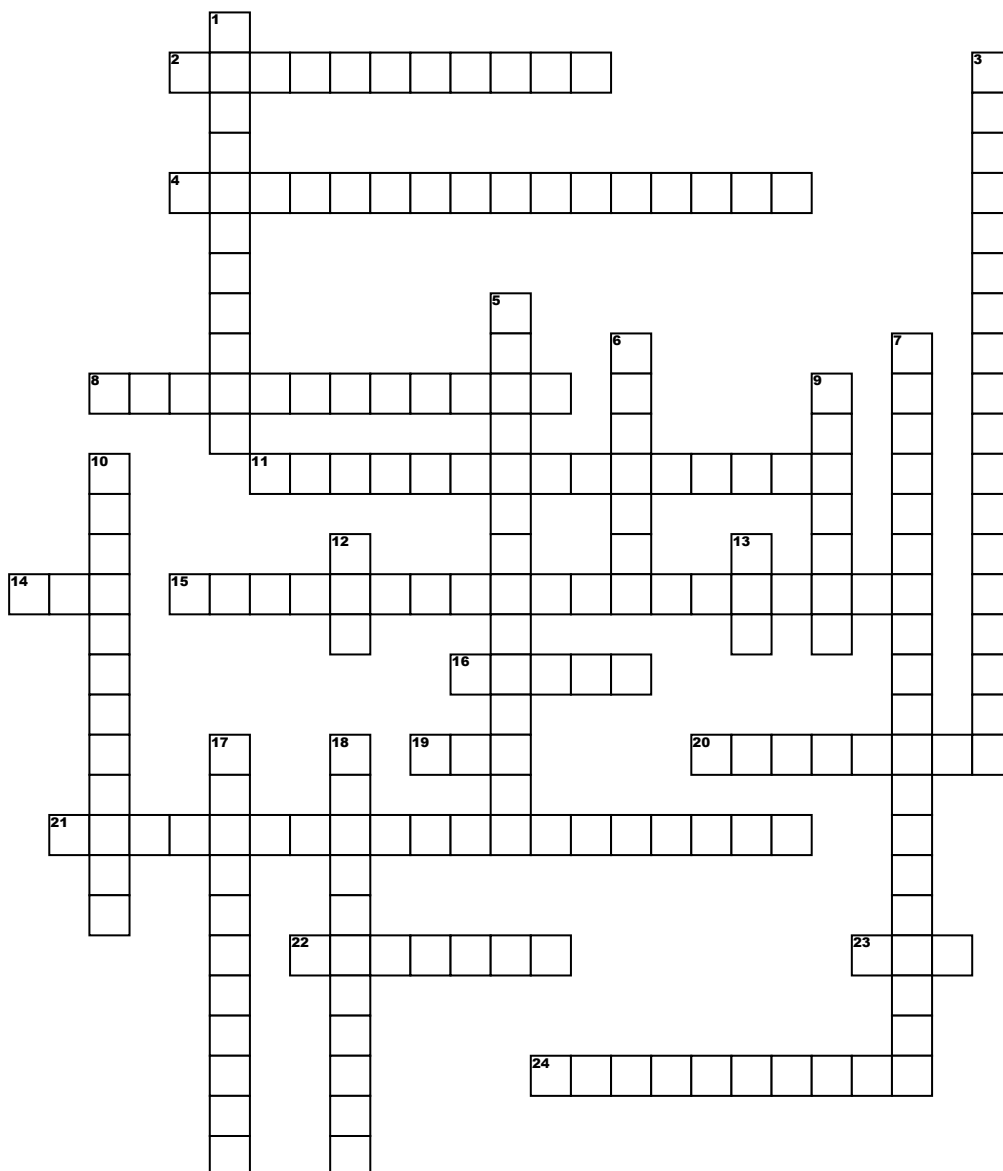


Benefit Terms



Across

2. KCE's discount program that offers hundreds of varying discounts

4. KCE has a direct-bill partnership with this school pertaining to the CDA program

8. This company manages our 401k plan in which KCE matches 40% on the first 5% of an employee's pay

11. An employee may be eligible for this if they left KCE and returned within 12 months

14. Employees can elect to make pretax contributions to this account which can be used to assist with medical expenses

15. The benefit offers reimbursement to eligible employees to help them continue their education

16. This program is only available in certain states and pays for the completion of courses in the early childhood field

19. Employees can choose to participate in this program which allows them to contribute and use pretax dollars for transportation expenses

20. The status of an employee who works an average of 30+ hours per week (25+ with Champions)

21. This benefit is being piloted in WA, OR, FL, MA and NY and offers our grandparents 50% off tuition for their grandchildren

22. This group can assist with billing questions, claim issues and plan details

23. This abbreviation is used to describe an event that allows an employee to change their pretax benefits outside of Open Enrollment

24. FT employees are eligible for this, provided they work the day before and after or time off is approved

Down

1. Upon hire, FT and PT employees are eligible for 3 days of this leave following the death of an immediate family member

3. This benefit offers reimbursement of up to \$1000 for expenses related to adoption

5. A 24/7 telehealth service available to all employees that allows them to videoconference a doctor

6. BONUS: Money that is owed for premiums

7. This benefit can replace 60% of your income for up to 13 weeks depending on eligibility

9. This program offers assistance of up to \$1500 to employees who experience a financial hardship due to a catastrophic life event outside of their control

10. The term used to describe the numerous benefits offered to our employees

12. This is the abbreviation used to describe the program offering free consulting services for employees and their family members

13. Hours that become vested on an employee's anniversary each year (unless in an accrue-as-you-go state)

17. This benefit offers 50% off tuition for all employees

18. FT and PT employees are paid this for the time they are serving, not necessarily their scheduled hours