

EMPLOYEE BENEFITS

➤ **AVAILABLE AFTER 30 DAYS OF EMPLOYMENT**

- Medical Insurance
- Dental Insurance
- Life / AD&D Insurance
- Disability Insurance -- Short-Term & Long Term
- Flexible Spending Accounts
 - Medical
 - Dependent Care
- Kaman Employees' Pension Plan
- Thrift & Retirement Plan (401k)

➤ **AVAILABLE AFTER 90 DAYS OF EMPLOYMENT**

- Kaman Employees Stock Purchase Plan (ESPP)
- Personal/Sick Time
- Paid Vacation (2 weeks prorated during the 1st year)
- Reimbursement Programs
 - Tuition
 - Vision Care and Safety Glasses
 - Safety Shoes
 - Smoking Cessation
 - First Aid Training

➤ **AVAILABLE UPON HIRE**

- Paid Holidays (13)
- Employee Assistance Program (EAP)
- Kaman Club