



Kimley»»Horn

2026 Benefits

Introduction

We believe that exceptional benefits are the foundation of an environment where people can flourish. Our benefits program is designed not only to reflect our Core Purpose and Core Values but also set us apart in the industry as a firm that invests deeply in its people by offering a comprehensive, competitive, and evolving suite of benefits that supports every stage of life and career.

Through our Core Values of high expectations and sustained profitability, we're able to provide benefits that go beyond the "basics"—supporting your health, financial wellbeing, family, and future. From robust retirement contributions and paid leave to flexible medical plans and career development, our benefits are built to help you thrive.

We design our benefits plan with these goals in mind:

- Offer top-tier benefits for our staff and families
- Take advantage of tax laws to minimize costs wherever possible
- Help our employees plan for a secure long-term future
- Provide a safety net in the event of a catastrophe

In 2025, we:

- Contributed more than \$280 million to staff retirement accounts
- Paid more than \$90 million in medical and insurance premiums for 7,300+ families
- Provided more than 1.8 million hours of paid time off to encourage work-life integration
- Enhanced our New Parent Leave program
- Supported hundreds of employees with professional development opportunities

New for 2026

Expanded Mental Health Access with Rula

Rula provides fast, flexible scheduling with licensed professionals to help you connect with the care you need in minutes with clear cost information up front. All Rula providers are in-network with Cigna and other insurance carriers, so your visits count toward your deductible and co-insurance.

Personalized Medicare Support with SmartConnect

SmartConnect is a free program for working or retiring adults (and their families) who are Medicare-eligible to educate, explore, and enroll in Medicare plans.

Exclusive Savings with PerkSpot

PerkSpot brings employees and their families exclusive discounts on everyday purchases, travel, entertainment, pet insurance, fitness, wellness, and more.



Core Purpose

To provide an environment for our people to flourish

Core Values

Honesty, integrity, and ethics
Exceptional client service
High expectations
Sharing and caring
Sustained profitability

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2026 Benefits Overview

Health and Wellness

Medical Low and High Plans: Cigna

- In-network covered at 90% after deductible
- Out-of-network covered at 70% after deductible
- Preventive care 100% covered in-network, no deductible
- Access to 98point6 free, text-based primary care
- Access to Rula's virtual mental health services
 - Fertility benefits - 3 "Smart Cycles" available through Progyny

Low Plan (In-Network):

- Non-embedded deductible
- Deductible: \$1,700 Individual, \$3,400 Family*
- Out-of-pocket max: \$5,000 Individual, \$10,000 Family*

High Plan (In-Network):

- Embedded deductible
- Deductible: \$3,400 Individual, \$6,800 Family*
- Out-of-pocket max: \$6,000 Individual, \$12,000 Family*

Medical Opt-Out Credit

- Kimley-Horn will pay \$50 per paycheck in taxable income if medical coverage is declined (prorated for those working less than 35 hours per week)

Spousal Surcharge

- \$50 per paycheck surcharge will apply for employees enrolling a spouse or partner who is eligible for employer-sponsored health coverage through their own employer

**Out-of-network deductible and maximums are double*

Health Savings Account (HSA): HealthEquity

- Company contribution based on medical election
- Funds earn interest and unused funds roll over each year
- IRS maximum: \$4,400 Individual, \$8,750 Family (\$1,000 catch-up if age 55+)

Dental: Delta Dental

- Deductible: \$50 Individual/\$100 Family—major services only

Basic Plan

- Calendar year maximum: \$1,000
- Co-insurance: 100% preventive and 70% basic, 35% major
- Orthodontia: 50% to lifetime max of \$1,000—only dependent children up to age 26 eligible for coverage

Premium Plan

- Calendar year maximum: \$1,500
- Co-insurance: 100% preventive, 80% basic, 50% major
- Orthodontia: 50% to lifetime max of \$2,000—applies to all covered participants eligible for coverage

Vision: EyeMed

- One exam per year at \$10 copay and prescription glasses at \$0 copay
- Single vision, bifocal, trifocal, and standard progressives covered for \$20 copay
- Premium lenses from \$105-195 copay
- Frames every plan year with a \$200 allowance, 20% discount on overage
- Contacts every plan year with a \$200 allowance, 15% discount on overage
- Non-prescription sunglasses discount: 20%

Protection

Basic Life Insurance: Unum

- Employer-paid benefit
 - Two times annual salary to a max of \$400,000*
 - \$5,000 Spouse/Domestic partner; \$2,500 child
- *Benefit reduction after age 70*

Voluntary Life Insurance: Unum

- Paid by employee (post-tax)
- Employee: \$10,000 increments up to \$500,000
- Spouse: \$5,000 increments up to \$250,000*
- Child: Flat \$10,000 policy per covered child*

**Must be enrolled in Employee Voluntary Life to be eligible for enrollment*

Short-Term Disability: Unum

- Employer-paid benefit
- Waiting Period: 7 days for illness; 0 days for injury/accident
- Pays 70% of weekly base salary; max of \$3,000/week
- Maximum of 26 weeks

Long-Term Disability: Unum

- Employer-paid benefit
- Waiting Period: 26 weeks (short-term disability period)
- Pays two-thirds of monthly earnings; max of \$12,000/month

Supplemental Income Protection Policy: Unum

- Paid by employee (post-tax)
- Works in conjunction with employer-paid Long-Term Disability benefit to provide additional income protection

Accident Insurance: Unum

- Paid by employee (post-tax)
- Pays directly to help cover out-of-pocket expenses due to accidental injury that requires medical attention
- Organized Sports Benefit: 25% increase in payable benefit
- Be Well Benefit: \$50 for each member enrolled
- Personal Safety Benefit: \$100 for each member enrolled

Critical Illness Insurance: Unum

- Paid by employee (post-tax)
- Pays upon new diagnosis of a covered health event
- Coverage can be used more than once if diagnosed with a new illness/condition
- Be Well Benefit: \$50 for each member enrolled

Hospital Insurance: Unum

- Paid by employee (post-tax)
- Hospital Insurance offers a fixed amount for hospital admissions and daily confinement
- Be Well Benefit: \$50 for each member enrolled

Family Benefits

- Adoption and surrogacy reimbursement benefits
- Through Bright Horizons:
 - Preferred enrollments, reimbursement of registration fees, daycare tuition discounts, and discounted nanny placement fees/rates
 - Access to search for babysitters, nannies, elder care, and pet care
 - Tutoring services discounts and test preparation services discounts
 - Free guidance and resources for ongoing elder care needs

Dependent Care Flexible Spending Account (FSA): Clarity

- Dependent care reimbursement. Use or Lose program—unused funds are forfeited
- Contribute up to \$7,500 annually (pre-tax)

Employee Assistance Program: Unum

- Free, confidential counseling for employees and members of household
- Up to five sessions per presenting issue per year
- Personal counseling, legal, and financial consultations
- Perks at Work discount program

Health Advocate

- Free, one-on-one help to resolve healthcare issues ranging from finding doctors, specialists, and elder care to untangling medical bills, negotiating fees, and clarifying insurance coverage

SmartConnect

- Free program for working or retiring adults (and family members) who are Medicare-eligible that helps you explore Medicare options and enroll in plans

PerkSpot Discount Program

- Free discount program for everyday items, travel, fitness, pet needs, and more

Additional Compensation

- Bonus programs based on firm's performance
- Teamwork awards to celebrate successes and special efforts
- Service awards every five years

Paid Time Off

- Six paid holidays and two floating holidays
- Paid personal, jury duty, bereavement, new parent, and military leave

Retirement Savings Plan 401(k): T. Rowe Price

- Eligible to make employee contributions after 30 days
- Automatic enrollment at 4% employee pre-tax deferral
- Roth option available
- 2-to-1 401(k) match on up to 4% employee contribution on eligible compensation
- Profit-sharing is based on profitability and determined by the board
- Eligibility for match and profit-sharing: Must have one year of service, working at least 1,000 hours, and be employed on the last day of the year

- Six-year graded vesting schedule for match and profit-sharing
- Student Loan Provision: Eligible to apply the required 4% contribution to student loans and still receive the full 401(k) match from Kimley-Horn
- Free, unlimited meetings with CAPTRUST financial advisors

Professional Development

- Coverage for approved professional membership dues and expenses
- In-house career development and technical training programs
- Tuition reimbursement
- Reimbursements for qualified exam fees and annual renewals

Health and Wellness

We offer competitive medical benefits through Cigna's High-Deductible Health Plans (HDHP). Both plans cover 100% of in-network preventive care, including annual physicals, well-child care, immunizations, cancer screenings, and certain prescribed medications. We also offer robust dental and vision coverage so you can choose the coverage that best fits your needs.

Our HDHPs are paired with a Health Savings Account (HSA), partially funded by Kimley-Horn. You can use your HSA to pay for eligible medical, dental, and vision expenses. Funds roll over annually and grow tax-free. With this plan design (HSA/HDHP) you can also choose to shift bonus dollars to help reduce your overall benefit cost.

Medical Coverage

Both plans offer comprehensive coverage in-network and flexibility to see out-of-network providers. In-network services typically cost less due to negotiated rates. HSA funds can be used for uncovered expenses, including prescriptions and certain over-the-counter items.

Kimley-Horn contributes up to \$1,400 annually to your HSA (based on coverage selected). For 2026, IRS limits are \$4,400 (Employee Only coverage) and \$8,750 (Employee + Spouse/Domestic Partner, Employee + Child(ren), or Family coverage). An additional \$1,000 may be contributed by employees 55+.

Medical Semi-Monthly Pre-Tax Premiums

(Full Time 35-40 hr./week)

Coverage Level	Low Plan	High Plan
Employee Only	\$17.25	\$0.00
Employee + Child(ren)	\$59.50	\$18.00
Employee + Spouse/Domestic Partner	\$74.25	\$25.50
Family	\$127.50	\$43.25

Spouse or Domestic Partner Surcharge: If you cover a spouse or domestic partner on your medical plan that has access to employer-sponsored benefits, there is an additional \$50 per paycheck spousal surcharge.

Opt Out: If you have access to other medical coverage, you may opt out of Kimley-Horn coverage and receive \$50 per paycheck in taxable income.

98point6 Virtual Care

Free, on-demand primary care via secure in-app messaging for employees on the medical plan. Text with a board-certified doctor is available 24/7 with optional video and phone consults. Available for ages 1+ on the medical plan.

Rula—**New!**

Virtual mental health care with flexible scheduling and clear cost information. Rula makes it easy to find in-network providers with next-day, evening, and weekend availability, ensuring access to care when you need it most. Appointments count towards your deductible and co-insurance.

MDLIVE Telemedicine

Employees enrolled in the medical plan have access to board-certified doctors via MDLIVE phone or video 24/7/365. Services apply to your in-network deductible.

Fertility Benefits

Members covered on the medical plan have access to three Progyny "Smart Cycles." A "Smart Cycle" includes everything a member needs for a fertility treatment, such as artificial insemination. This includes a consultation with a reproductive endocrinologist, medications, genetic testing, anesthesia, donor tissue, etc. Progyny also provides dedicated Patient Care Advocates to assist Kimley-Horn members on their fertility journey.

Kimley-Horn 2026 Medical Plan Design

	Low Plan		High Plan	
	In-Network	Out-of-Network	In-Network	Out-of-Network
Deductibles				
Individual	\$1,700	\$3,400	\$3,400	\$6,800
Family ¹	\$3,400	\$6,800	\$6,800	\$13,600
	Non-Embedded Deductible ²		Embedded Deductible ³	
Co-Insurance	90%	70%	90%	70%
Out-of-Pocket Maximums				
Individual	\$5,000	\$10,000	\$6,000	\$12,000
Family ¹	\$10,000	\$20,000	\$12,000	\$24,000
Preventive Care	100% no deductible	100% no deductible	100% no deductible	100% no deductible
Office Visits <i>Primary Care & Specialty</i>	90% after deductible	70% after deductible	90% after deductible	70% after deductible
Hospital <i>Inpatient & Outpatient</i>	90% after deductible	70% after deductible	90% after deductible	70% after deductible
Emergency <i>Emergency & Urgent Care</i>	90% after deductible	70% after deductible	90% after deductible	70% after deductible
Retail Prescription Drugs	90% after deductible	70% after deductible	90% after deductible	70% after deductible
Mail Order Prescription Drugs	90% after deductible	N/A	90% after deductible	N/A
Fertility Treatments	90% after deductible	N/A	90% after deductible	N/A
<i>Fertility benefits are managed by Progyny and members are eligible for up to 3 "Smart Cycles."</i>				

¹ Family includes Employee + Child(ren), Employee + Spouse/Domestic Partner, and Family plan options.

² A non-embedded deductible means if you're enrolled in either Employee + Child(ren), Employee + Spouse/Domestic Partner, or Family coverage, the family deductible must be met before plan will begin paying co-insurance.

³ An embedded deductible means if you're enrolled in either Employee + Child(ren), Employee + Spouse/Domestic Partner, or Family coverage, after one member hits the individual deductible, the plan will begin paying co-insurance for that member. Once the family deductible is met, the plan will begin paying co-insurance for all members.

Kimley-Horn HSA Contributions (Full Year Amount)

Coverage Level	Low Plan	High Plan
Employee Only	\$450	\$700
Employee + Child(ren)	\$750	\$1,000
Employee + Spouse/Domestic Partner	\$750	\$1,000
Family	\$1,150	\$1,400

Health and Wellness (continued)

Prescription Coverage

Prescription benefits are included in the medical plan and administered by Cigna. Some preventive prescriptions are fully covered.* Non-preventive prescriptions apply to your deductible and are billed at Cigna's negotiated rate. After meeting the deductible, insurance covers 90% of in-network costs until the out-of-pocket maximum is reached—then 100% coverage applies for the rest of the year. Ordering through Cigna Home Delivery and choosing generics can help reduce costs.

Dental Coverage

Choose between Basic and Premium dental plans through Delta Dental. Preventive services are covered at 100% on both plans with an in-network dentist. If you use an out-of-network dentist, 100% of usual and customary costs are covered if your dentist's fees are no higher than the 90th percentile in your area. If your dentist's fees are higher than the 90th percentile, you will be responsible for the difference.

The Premium Plan covers orthodontia for all members on the plan. The Basic Plan covers orthodontia for dependent children up to age 26. Coverage percentages for basic and major services vary by plan.*

Dental Semi-Monthly Pre-Tax Premiums

Coverage Level	Basic	Premium
Employee Only	\$9.50	\$24.25
Employee + Child(ren)	\$22.75	\$53.75
Employee + Spouse/Domestic Partner	\$21.75	\$51.50
Family	\$31.25	\$73.50

Vision Coverage

There is one vision plan available through EyeMed. The plan fully covers an eye exam every year for a \$10 copay and lenses (single vision, lined bifocal, lined trifocal, and standard progressives) are covered with a \$20 copay.* Frames and contacts allowances are \$200 each and can both be used each plan year. Additionally, this plan offers a 20% discount for non-prescription sunglasses.

Vision Semi-Monthly Pre-Tax Premiums

Coverage Level	
Employee Only	\$3.00
Employee + Child(ren)	\$5.00
Employee + Spouse/Domestic Partner	\$4.50
Family	\$7.50

*Find prescription info, vision plan specifics, and dental plan documents on <http://communication.kimley-horn.com/benefits>

Quick Facts About HSA/HDHP

Health Savings Account/
High-Deductible Health Plans

What is an HSA/HDHP?

- An HDHP is a type of health insurance plan that offers lower monthly premiums than more traditional plans like PPO or HMO in exchange for a higher deductible coupled with an HSA.
- The combination of a tax-exempt HSA and a HDHP addresses the rising cost of healthcare by putting more control and responsibility for health spending in the hands of the consumer.

Health Savings Accounts

- An HSA is a tax-exempt account established for the purpose of paying qualified medical expenses.
- HSAs have the advantages of Flexible Spending Accounts (FSAs) with many improvements: unused funds roll over from year to year and may be invested to earn interest.

High-Deductible Health Plans

- Only consumers with HDHP insurance may contribute to an HSA.
- Minimum deductibles are set annually by the IRS. As part of the HDHP, all costs, including prescriptions, must be subject to this deductible. Preventive care is an exception and will continue to be covered 100% in-network when coded as preventive.

Details for New Hires

- In the year you join the firm, Kimley-Horn's contributions to your HSA will be prorated based on full months in the medical plan.
- Health benefits will begin on the first day of the month following your hire date. If your hire date is the first of the month, benefits start that day. Your HSA becomes active on the same day as your medical coverage.

Visit <http://communication.kimley-horn.com/benefits/> to learn more.

Protection

Voluntary Supplemental Medical Coverage

We offer three additional protection plans to help you be prepared for accidents, illnesses, or hospital stays. You can enroll in one or more plans. Multiple payouts may apply for the same event if enrolled in Accident, Critical Illness, and Hospital Insurance, which can be used for co-insurance, deductibles, personal bills, or any other uncovered expenses. All plans also include an annual Be Well Benefit, a \$50 payout per family member for completing a wellness screening or immunization.

Critical Illness Insurance

Provides a lump sum payment upon new diagnosis of a covered condition (e.g., cancer, heart attack, stroke). If you have a family history of one of the covered health events, you may be a good candidate for this coverage.

Critical Illness Insurance premiums are after-tax and based on the level of coverage and the age of the employee. Employee Coverage Levels: \$10,000, \$20,000, \$30,000; Spouse Coverage Levels: \$5,000, \$10,000, \$15,000. Note: Spouse Coverage cannot exceed 50% of Employee Coverage.

Accident Insurance

Pays you directly to offset out-of-pocket costs for covered injuries. Includes a personal safety benefit of \$100, as well as an organized sports benefit of 25%. This coverage is recommended for families with active lifestyles or with children in organized sports.

Accident Semi-Monthly After-Tax Premiums

Coverage Level	
Employee Only	\$4.72
Employee + Child(ren)	\$9.39
Employee + Spouse/Domestic Partner	\$7.80
Family	\$12.47

Hospital Insurance

Provides fixed payments for in-patient hospital admissions and daily stays—including childbirth. This coverage may be helpful if you are planning to have a baby this year or are planning to have surgery.

Hospital Semi-Monthly After-Tax Premiums

Coverage Level	
Employee Only	\$6.80
Employee + Child(ren)	\$10.21
Employee + Spouse/Domestic Partner	\$13.16
Family	\$16.58

Protection (continued)

You work hard, save wisely, and plan carefully for your future. But sometimes unexpected things happen. We hope that doesn't disrupt your life, but if it does, Kimley-Horn is here to help with a variety of protection benefits at no cost to you.

Extended Leave Coverage

Provides up to five days of paid time off for illness, injury, or maternity leave when your time away is one week or longer. If you are out for one week, your personal leave covers the first two days and Extended Leave covers the remaining three days. If you are out for more than one week with an approved short-term disability claim, Extended Leave covers the first five days of leave.

Short-Term Disability Coverage

Provided at no cost, short-term disability pays 70% of your weekly base salary (up to \$3,000/week) for up to 26 weeks. There is a seven-day waiting period for illness, but no waiting period for disability due to an accident.

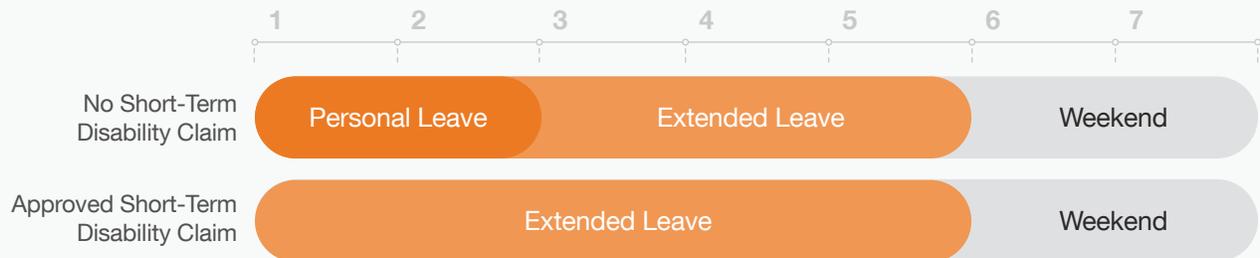
Short-Term Disability Supplement

Kimley-Horn covers the remaining 30% of your weekly salary for up to seven weeks, depending on your tenure and type of disability.

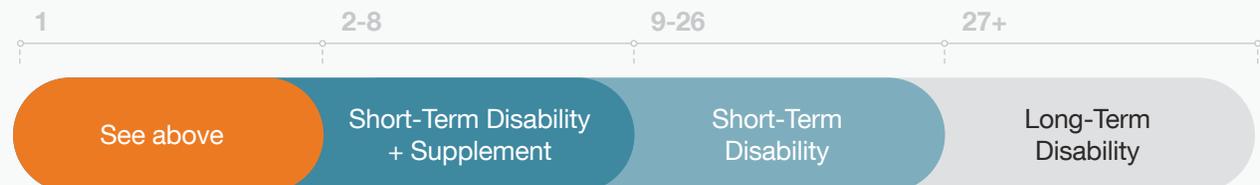
Long-Term Disability Coverage

Provided at no cost, long-term disability pays two-thirds of your monthly base salary (up to \$12,000/month) after 180 days of continuous disability, whether total or partial. There is a 26-week waiting period for a qualified disability.

Week 1 (By Day)



By Weeks



Basic Life Insurance

When your benefits begin, Kimley-Horn provides life insurance equal to twice your annual salary (up to \$400,000). If you're enrolled in family medical coverage, additional life insurance is included: \$5,000 of coverage for a spouse/domestic partner and \$2,500 per covered child (\$250 if under six months).

Voluntary Life Insurance

You may purchase additional term life insurance:

- Up to \$500,000 for yourself
- Up to \$250,000 for a spouse/domestic partner (not to exceed 50% of your coverage)
- \$10,000 per dependent child

Supplemental Long-Term Disability

Additional long-term disability coverage is available at after-tax group rates.

Support

Family Benefits

We know that supporting our employees means supporting their families, too. Whether you're raising children, caring for loved ones, or planning for the future, our benefits are designed to help you navigate life's responsibilities with confidence and flexibility.

Bright Horizons Family Benefits

Access discounted childcare, tutoring, test prep, and caregiving search tools. Includes babysitters, nannies, elder care, and pet care resources.

Family Building Reimbursements

Eligible employees may receive reimbursement for adoption and surrogacy expenses. Fertility benefits are also available through the medical plan.

Dependent Care Flexible Spending Account (FSA)

Set aside up to \$7,500 (pre-tax) annually for eligible dependent care expenses. Careful planning is required because the money, once set aside, can only be used for this purpose and is non-refundable.

PerkSpot—*New!*

Exclusive discounts on everyday purchases, travel, entertainment, pet insurance, fitness, wellness, and more for employees and their families.

Health Advocate

Free, one-on-one support to resolve healthcare issues ranging from finding doctors, specialists and elder care to untangling medical bills, negotiating fees and clarifying insurance coverage.

SmartConnect—*New!*

Free Medicare guidance program for working or retiring adults (and family members) who are Medicare-eligible that helps you explore Medicare options and enroll in plans.

Employee Assistance Program (EAP)

Free and available to all employees and their families, our Employee Assistance Program (EAP) through Unum provides 24/7 virtual counseling sessions, legal advice, financial guidance, and resources for child and elder care.

Support (continued)

Time Off

We understand that life doesn't pause for work. Our time-off benefits are designed to give you the flexibility and support you need—whether it's taking a break to recharge or stepping away to handle important life events.

Bereavement Leave

Three to 10 days of paid leave for the loss of a family member.

New Parent Leave

At Kimley-Horn, we offer paid leave so every new parent can spend meaningful time bonding with their child—through birth, adoption, or foster care.

Birth Parents

Up to 14 weeks of paid leave through a combination of extended leave, short-term disability (70% of salary), short-term disability supplement (30%), and six weeks of New Parent Leave after disability ends.

Non-Birth Parents

Up to six weeks of paid leave to be used within six months following the birth of a child or adoption placement. In the case of foster placement, eligible employees may use three weeks of New Parent Leave per placement, to a maximum of six weeks in a rolling 12-month period.

Military Leave

If you enter the U.S. Armed Forces while working at Kimley-Horn, you will be given an unpaid leave of absence and guaranteed a job on return. Kimley-Horn pays the difference between military pay and your base salary for up to two weeks of reserve duty or similar annual service. Employees called up for active duty will be paid in the same way for up to one month, and insurance for dependents will continue until TRICARE becomes effective.

Jury Duty Leave

Kimley-Horn covers your regular base compensation while you are serving jury duty.

Paid Personal Leave

Personal Leave includes time off for sickness and vacations. The rate of accrual depends on your classification and years of service. You begin to accrue leave with your first complete semi-monthly timesheet. (See table below.)

	Before 6th Anniversary	6+ Years of Service	7+ Years of Service	8+ Years of Service	9+ Years of Service	10+ Years of Service
P1 – P4, B1 – B4, T5 – T7, DT5 – DT8, O5 – O8	11.5 hrs mth/ 138 hrs yr	12.17 hrs mth/ 146 hrs yr	12.83 hrs mth/ 154 hrs yr	13.5 hrs mth/ 162 hrs yr	14.17 hrs mth/ 170 hrs yr	14.83 hrs mth/ 178 hrs yr
P5 – P8, B5 – B8, E1 – E2, Design and Admin Associate	14.83 hrs mth/ 178 hrs yr	15.5 hrs mth/ 186 hrs yr	16.17 hrs mth/ 194 hrs yr	16.83 hrs mth/ 202 hrs yr	17.5 hrs mth/ 210 hrs yr	18.17 hrs mth/ 218 hrs yr
P, B, O1 – O4, T3 – T4, DT1 – DT4	10 hrs mth/ 120 hrs yr	10.67 hrs mth/ 128 hrs yr	11.33 hrs mth/ 136 hrs yr	12 hrs mth/ 144 hrs yr	12.67 hrs mth/ 152 hrs yr	13.33 hrs mth/ 160 hrs yr

Paid Holidays

Kimley-Horn will offer eight paid holidays in 2026. The firm will observe the following holidays:

- Thursday, January 1 **New Year's Day**
- Monday, May 25 **Memorial Day**
- Friday, July 3 **Independence Day**
- Monday, September 7 **Labor Day**
- Thursday, November 26 **Thanksgiving Day**
- Friday, December 25 **Christmas Day**
- + *Two Floating Holidays**

**Employees who join the firm on or after July 1, 2026 will only receive one floating holiday.*

Retirement

One of the areas where Kimley-Horn's benefits really shine is in helping employees prepare for a secure future. Our retirement plan has two components: employee contributions and Kimley-Horn contributions.

Employee Contributions

After 30 days, you can contribute up to 75% of your compensation to a 401(k) managed by T. Rowe Price, using pre-tax or Roth (post-tax) dollars.

Match and Profit-Sharing Eligibility

You become eligible for the company match and profit-sharing contribution on the first day of the month following one year of service. To receive contributions, you must be employed on the last working day of the year, work at least 1,000 hours in the year, and be in a qualified employment class. In addition, the match program requires a 4% employee contribution on eligible compensation.

CAPTRUST Financial Advisors

Free access to retirement counseling and investment advice from CAPTRUST financial advisors.

Kimley-Horn Contributions

Match

Even if you contribute nothing else to your 401(k), the first 4% should be considered essential. After one year of service, Kimley-Horn matches your contributions at a 2-to-1 rate up to 4% of eligible compensation (salary + bonus). That's a tax-free, 200% return before investment earnings.

Profit-Sharing

In addition to the match, the firm may make an annual profit-sharing contribution based on company performance.

Student Loan Provision

Eligible employees can apply their 4% contribution toward student loan repayment and still receive the full 2-to-1 401(k) match from Kimley-Horn.

Additional Compensation

Performance-Based Bonuses

Kimley-Horn provides a range of additional compensation benefits based on the firm's performance against its goals. These give staff a way to enjoy the firm's financial success that they helped create.

Teamwork Awards

These awards give staff the chance to pat each other on the back for special efforts with \$75 awards (less taxes) recognizing teamwork and going above and beyond.

Service Awards

In recognition of the benefits Kimley-Horn gains from the expertise and dedication of long-term staff, Service Awards are presented every five years, starting at the fifth anniversary. The value of the award increases with the number of years served.

Education

We believe your growth is key to our shared success. That's why we offer a variety of opportunities to help you learn, advance, and thrive.

In-House Training Programs

Our in-house training programs help our staff maintain professional registrations, stay current in their disciplines, and sharpen their expertise in everything from software tools to leadership skills. Some of the non-technical courses we offer include:

- Building a Culture of Respect
- Business Leadership
- Career Development Workshop
- Consultant Training
- Culture and Philosophy
- Designer Experience
- Fundamentals of Business
- Fundamentals of Consulting
- Fundamentals of Practice
- People Building
- Pricing and Negotiations
- Professional Liability
- Project Management Experience
- Strong Start
- Supervisor Training

Technical Training Programs

Analysts in our largest disciplines may participate in one of our in-house technical training programs. These programs provide core skills and vocabulary to complement daily on-the-job training. Most programs take approximately two years to complete. Some of the technical training courses we offer include:

- Aviation
- Development Services
- Landscape Architecture and Planning
- Roadway Design
- Surface Water
- Transit
- Transportation
- Water/Wastewater

Professional Memberships

Kimley-Horn covers annual dues and meeting expenses for one approved professional organization in which you actively participate.

Professional Registration and Certification Fees

Kimley-Horn considers reimbursement requests for first-time exam fees for approved certifications and covers annual renewal fees.

Tuition Assistance

After one year and 1,000 hours of service, Kimley-Horn employees working at least 50% of a full-time schedule may qualify for tuition reimbursement:

- Up to 75% for job-related courses (max \$400/credit hour)
- Up to 50% for indirectly related courses (max \$300/credit hour; \$1,500/year undergrad, \$2,500/year grad)
- Reimbursements above \$5,250/year are taxable
- Subject to team approval and prorated based on work schedule

2026 Benefit Premiums and HSA Contributions

Medical Semi-Monthly Pre-Tax Premiums (Full Time 35-40 hr./week)

Coverage Level	Low Plan	High Plan
Employee Only	\$17.25	\$0.00
Employee + Child(ren)	\$59.50	\$18.00
Employee + Spouse/Domestic Partner	\$74.25	\$25.50
Family	\$127.50	\$43.25

Kimley-Horn HSA Contributions (Full Year Amount)

Coverage Level	Low Plan	High Plan
Employee Only	\$450	\$700
Employee + Child(ren)	\$750	\$1,000
Employee + Spouse/Domestic Partner	\$750	\$1,000
Family	\$1,150	\$1,400

Dental Semi-Monthly Pre-Tax Premiums

Coverage Level	Basic Plan	Premium Plan
Employee Only	\$9.50	\$24.25
Employee + Child(ren)	\$22.75	\$53.75
Employee + Spouse/Domestic Partner	\$21.75	\$51.50
Family	\$31.25	\$73.50

Vision Semi-Monthly Pre-Tax Premiums

Coverage Level	
Employee Only	\$3.00
Employee + Child(ren)	\$5.00
Employee + Spouse/Domestic Partner	\$4.50
Family	\$7.50

Declining Medical Coverage

- Kimley-Horn will pay \$50 per paycheck in taxable income if medical coverage is declined. Amount prorated for employees working 30-34 hours per week.

Spousal/Domestic Partner Surcharge

- \$50 per paycheck surcharge will be added to medical premium. Applies to employees that choose to have their working spouse on Kimley-Horn's medical plan even though the spouse has employer-subsidized coverage available through their employer.

Accident Semi-Monthly After-Tax Premiums

Coverage Level	
Employee Only	\$4.72
Employee + Child(ren)	\$9.39
Employee + Spouse/Domestic Partner	\$7.80
Family	\$12.47

Critical Illness Semi-Monthly After-Tax Premiums

- Critical Illness insurance premiums are based on the level of coverage and the age of the employee. Premium calculator available on KHnet.
 - Employee Coverage Levels: \$10,000, \$20,000, \$30,000.
 - Spouse Coverage Levels: \$5,000, \$10,000, \$15,000

Hospital Semi-Monthly After-Tax Premiums

Coverage Level	
Employee Only	\$6.80
Employee + Child(ren)	\$10.21
Employee + Spouse/Domestic Partner	\$13.16
Family	\$16.58

Supplemental Life Semi-Monthly After-Tax Premiums

- Supplemental employee life insurance coverage amounts range from \$10,000 to \$500,000, and for a spouse or domestic partner from \$5,000 to \$250,000, not to exceed 50% of the employee's amount. Premium calculator available on KHnet.
- Employees may also purchase coverage for children up to age 26 in the amount of \$10,000 per child.



Kimley»»Horn

Expect More. Experience Better.