

NKC Benefits Overview

Medical



3 Comprehensive Premera medical plans to choose from.

Life Insurance



Basic Life & AD&D covered 100% by NKC. Option to elect additional life insurance coverage for themselves or their eligible family members

Dental



2 Delta Dental care plan options: Standard base plan is \$0 for employees, buyup includes orthodontia

Retirement



60-day waiting period to start contributions. NKC matches 100% of contributions up to 4% of compensation after 1 year. Immediate vesting.

Vision



Comprehensive eye care through VSP including yearly exams, glasses and contacts (up to \$225/yr)

Scholarships & Tuition Reimbursement



Up to \$4,000 per year for college and continuing education after 1 year of service

Transportation



100% Employer-sponsored ORCA Pass for eligible employees (work 10+ hours per week, commute to work 50%+ of workdays)

Employee Assistance Program



Legal and financial consultations, Home Ownership Assistance Program, counseling, fitness membership discounts, and more

Employees must work at least 24+ hours per week to be eligible for all of the benefits listed

Benefits Rate Sheet

PREMERA MEDICAL & VISION PLANS	High Deductible Health Plan	Low Option PPO	High Option PPO
Employee Only	\$20.00	\$38.97	\$98.44
Employee & Spouse	\$146.24	\$329.64	\$375.93
Employee & Child	\$109.87	\$124.06	\$144.42
Employee & Children	\$164.50	\$185.29	\$216.40
Employee, Spouse & Child	\$187.81	\$422.52	\$482.52
Employee, Spouse & Children	\$242.41	\$544.95	\$623.17

DELTA DENTAL PLANS	BASE	BUY- UP
Employee Only	\$0.00	\$4.13
Employee & Spouse	\$24.34	\$32.46
Employee & Child	\$34.60	\$50.96
Employee, Spouse & Children	\$58.93	\$79.29

Benefit Rate amounts listed are deducted biweekly.

Base dental plans are **free** for employee-only elections.

For questions: Please visit [K-Net - Employee Benefits](#)

Contact the People Benefits Team at:
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