



At Kinder Morgan, Inc. we offer competitive wages, 401(k) savings plan, retirement plan, comprehensive medical/Rx and dental plans, paid time off, paid holidays, and a bonus program.

Company Provided Benefits

- ◆ **Basic Life Insurance** equal to 2x Annual Base Pay
- ◆ **Basic AD&D Insurance** equal to 2x Annual Base Pay
- ◆ **Business Travel Accident Coverage** equal to 3x Annual Base Pay
- ◆ **Short-Term Disability** benefits paid @ 100% or 70% of Base Pay, (depending on Credited Years of Service); STD replaces pay for up to 6 months for approved personal disability
- ◆ **Long-Term Disability** benefits paid @ 60% of Base Pay (for approved personal disability)
- ◆ **Savings Plan 401(k)** Company contribution (QNEC) 5% of Eligible Compensation
- ◆ **Retirement Plan (PRA)** Company contribution equal to 4% or 5% of Eligible Compensation to a Personal Retirement Account (PRA). Percent is determined based on Age + Service
- ◆ **Tuition Reimbursement** up to \$5,250 annually
- ◆ **Annual Incentive Plan** (bonus)
- ◆ **Paid Time Off** Monthly accrual contingent upon offer
- ◆ **Paid Parental Leave available to employees who** complete one year of service prior to giving birth/adoption; adjusted service date will be used to determine eligibility
- ◆ **Holiday** 10 days paid annually
- ◆ **Service Awards** recognizes an employee on his/her anniversary date in multiples of five years of service (5, 10, 15, etc. years).
- ◆ **Employee Assistance Program (EAP)** provides you and your family free, confidential support for those everyday challenges, and a resource and referral service for financial, legal and personal family matters

Optional Benefits You May Elect

- ◆ **Medical/RX Plan (HDHP Base, HDHP Buy-up, PPO, EPO, Blue HMO – Houston Area)**
 - Company pays approximately 75% of premium
 - Pre-Tax Payroll Deduction
 - Coverage options include eligible family members
- ◆ **Dental Plan**
 - Company pays 50% of premium
 - Pre-Tax Payroll Deduction
 - Coverage options include eligible family members
- ◆ **Vision Coverage**
 - 100% Employee Paid
 - Pre-Tax Payroll Deduction
 - Coverage options include eligible family members
- ◆ **Flexible Spending Accounts (FSA)** Pre-Tax Payroll Deduction Health Care, Dependent Daycare, and/or Limited Purpose
- ◆ **Health Savings Account (HSA)** Pre-Tax Payroll Deduction With High Deductible Health Plan (HDHP) election
- ◆ **Optional Life Insurance** After-Tax Payroll Deduction
Employee – 1x to 5x base pay
Spouse - flat amounts \$25,000 | \$50,000 | \$100,000 | \$150,000 | \$250,000
Child - \$10,000 each child
- ◆ **Voluntary AD&D Insurance** After-Tax Payroll Deduction: Employee (1x to 5x base pay), Family
- ◆ **Savings Plan 401(k)** Pre-Tax Payroll Deduction and/or After-Tax Roth 401(k) Deduction
- ◆ **Employee Stock Purchase Plan (ESPP)** After-Tax Payroll Deduction for KMI common stock (ESPP)
- ◆ **Flexible Work Schedule** Supervisor/business unit discretion on if/where to offer
- ◆ **Voluntary Benefits** After-Tax Payroll Deduction: Critical Illness, Accident, Hospital Indemnity, Pre-paid Legal, Identity Protection, Pet Insurance, Total Pet Program