



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.

<u>Company Provided Benefits</u>	<u>Optional Benefits You May Elect</u>
<ul style="list-style-type: none">◆ 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	<ul style="list-style-type: none">◆ Medical/RX Plan (HDHP Base, HDHP Buy-up, PPO, EPO – Outside Houston Area, Blue HMO – Houston Area, HMO - CA)<ul style="list-style-type: none">— Company pays approximately 80% of premium— Pre-Tax Payroll Deduction— Coverage options include eligible family members◆ Dental Plan (DPPO, DHMO)<ul style="list-style-type: none">— Company pays 50% of premium— Pre-Tax Payroll Deduction— Coverage options include eligible family members◆ Vision Coverage<ul style="list-style-type: none">— 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