



# BENEFITS & PERKS

## BENEFITS

### LEADERSHIP BENEFITS

- 401K Retirement Plan
- Gradifi Loan Repayment Program
- PTO
- Cigna Disability
- Cigna Life Insurance
- Aflac

### HOURLY BENEFITS

- Blue Cross Blue Shield Medical & Dental Insurance
- Sick Time
- Team Member Discount on Dining & Bowling
- Team Member Perks Program

## PERKS

- 35% Off Team Member Food Discount Dine In or Take-Out
- Family Meal
- Free Games
- Discounted Party Packages
- Team Member Perks Program
- Bring A Friend To Work Program
- Online Flexible Scheduling

## PURPOSE

Our primary purpose is **CONNECTING PEOPLE**.

Kings has developed programs that help support our family members who are committed to supporting our unique Core Values and Mission Statement. The first line of our mission statement sums up our number one job: **“Recruit, develop and empower a talented and motivated team”**.

### ↑ UNLIMITED GROWTH POTENTIAL

Over 80% of the Kings management team and over 90% of our Senior Support Leaders started off right where you are, in hourly positions! Those numbers prove how committed we are to recognizing talent from within.

### 📈 MENTORSHIP PROGRAM

Work alongside department leaders to train and support new team members, product rollouts and be considered for Kings New Store Opening Training Team.

### 🔑 YOU ARE EMPOWERED

For those who value work ethic and integrity, Kings team members are encouraged to break the rules with our Empowered Sandbox™ program.

### ❤️ KINGS CARES

Part of our mission is to support our communities and those in need as we grow. Our Community Team is encouraged and rewarded for doing so.

### ★ TEAM RECOGNITION PROGRAMS

Peer and leadership delivered recognition with quarterly rewards for amazing stories and accomplishments:

**ECP** = Empowered Connections Program

**PAY IT FORWARD™ PROGRAM** = You get to nominate a teammate for outstanding performance

**PURPLE CROWN** = Kings Cares recognition program.

**ANONYMOUS** = For going above and beyond to eliminate anonymous guests and team members.

### 📣 YOU HAVE A VOICE

Great ideas aren't born in offices. They come from the 'arena'. Our team members have a voice. Share ideas and innovations that will grow our brand!

Scan the code for more information.



*Our benefits are always evolving.  
Be sure to check out our website to see the latest & greatest offerings.*

**KINGSBENEFITS.COM**