

KRATOS - Employee Benefit Overview



Medical, Dental & Vision Insurance Coverage

Kratos offers a comprehensive and generous employee insurance plan with multiple options providing for the flexibility at competitive rates for eligible employees and their families. Plans cover medical, Rx, dental and vision services both inside and outside of pre-defined provider networks. Multiple options allow employees to choose the best balance of premium to out of pocket expenses for their needs. We also offer other flexible medical and dependent care spending accounts with pre-tax deductions that enable employees to further stretch their healthcare or dependent care dollars.

Life/ADD & Short/Long Term Disability Insurance

Kratos provides Life Insurance and Accidental Death & Dismemberment (AD&D) coverage equal to 1 1/2 times your annual salary at no cost to the employee. In addition, Kratos offers supplemental life insurance and AD&D coverage for the employees and immediate family members at discounted rates. Kratos also provides both Short and Long Term Disability plans at no cost to the employee for additional financial security. In addition, Kratos offers a Short Term Disability Buy-Up policy employees may purchase for added financial security.

401(k) Savings Plan

Kratos employees become eligible to participate in the 401k retirement savings plan after completing one month of employment. Separate eligibility requirements may apply to non-full time employees based on location. There are Company matching and profit-sharing contributions that may vary based on location.

Employee Stock Purchase Plan (ESPP)

Kratos encourages employees to feel a sense of ownership in our company. Our ESPP program allows employees to purchase Kratos common stock at a 15% discount. The shares are owned by you and can be held by you as equity ownership in Kratos, or you can sell them on the open market at the current market price (subject to market fluctuations).

Paid Time-Off (PTO)

Kratos PTO days allow you to take time off when you need it with manager's approval. Length of service and level of position determines the rate of PTO accrual.

Holidays

In addition to PTO Kratos offers paid holidays, determined annually.** The standard Kratos Holiday Schedule is as follows:

- New Year's Day
- Martin Luther King, Jr. Day
- President's Day
- Memorial Day
- Independence Day
- Labor Day
- Veteran's Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Day

**Holiday and office closings might differ based upon location.

Education Reimbursement

Kratos supports your continued education to advance your career. Courses, programs, certifications, etc. must be applicable to your position within Kratos and require prior approval. Refer to the Education Reimbursement Program policy for complete/detailed information.

... And Much More!

There are many other enterprise benefit programs available for your participation. Additionally, most of our locations offer various onsite and local perks to enhance the work experience.

All benefits are subject to eligibility requirements.

Kratos reserves the right to modify or eliminate any benefits at any time without prior notice.