

# Beyond Pay & Benefits: The Employee Experience at KOTT

Here are a few of the reasons that almost 40% of our employees have been here for 10 years or more.



## Our core values

We're driven by them...



We're a family-owned and operated business that has been guided by our values for almost 50 years.

Our five core values are:

1. **Be on Board** - Teamwork
2. **Own It** - Accountability
3. **Safety First** - Health, Safety & Wellness
4. **Reach for More** - Growth
5. **Keep it Real** - Positivity & Resiliency

## The KOTT Store

Quality merchandise, great prices



The KOTT Store opens twice a year – Spring and Fall. We email the dates and details.

It's your chance to get high quality KOTT-branded merchandise at great prices – KOTT pays half, and you pay half through payroll deduction.

The clothing varies each time, but there is always a selection of hi vis/safety clothing, casual tops, hoodies, jackets, and hats.

## The Best Me

Health & Wellness Flex Account



The Best Me provides you with an extra \$500/year to spend on the healthcare, dental or wellness items and activities that are most relevant to you and your family. The way you spend your \$500 is truly flexible!

You can use your \$500 to top up the coverage you have under our group benefits. Or, you can spend it on any of the 50+ wellness items available, including: personal training, smoking cessation, personal development courses, alternative practitioners, safety glasses and more!

## KOTT Participates!

Supporting the things you care about



KOTT provides you up to \$100 each year to support your participation – or your family members' participation – in community-based activities, groups or initiatives.

The \$100 can cover donations, sponsorships, or fees for initiatives that are important to you, as long as they are community-based and aligned with KOTT values (physical or mental health, fitness or wellness; helping others/giving back; support of the arts, education, etc.) Simply fill out a request form!

## Employee assistance

Free resources for you and your family



Our Employee & Family Assistance program offers FREE, confidential counselling services and downloadable self-help resources. They are available 24/7 to you and your family.

Humanacare, our 3rd party provider, can help with things like relationships, anxiety & depression, bereavement, parenting and financial management. **1.800.661.8193** or [www.humanacare.com/humanalife/](http://www.humanacare.com/humanalife/)

## Uniform program

For customer-facing employees



Operations employees in customer-facing roles (our Delivery, Installation and Service teams) get 100% company-paid clothing packages to wear while representing KOTT at customer sites.

Depending on your role at KOTT, your uniform package could include hi vis outerwear, work pants, and/or work shirts. We refresh your uniform every 2 years.

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## 'Boot allowance'

For Production & site employees



If you are required to wear safety boots and hi vis clothing on the job, each year you will receive a gift card from Marks to put toward the purchase of your boots or work wear.

We distribute the gift cards each year in December.

## Discounts & memberships



Get access to great deals on a variety of goods and services – things you can use at home, and with your family.

The KOTT Perks program includes deals with perkopolis.com, Rogers, Goodlife Fitness, CAA and Marks.

## Performance feedback



We have a company-wide Performance Assessment period each Spring, and annual Fall Check-ins.

That gives you at least two structured one-on-one performance discussions with your Supervisor each year.

## Employee recognition



Our Shout-out program means you and your co-workers can be recognized for any positive action, behaviour or attitude.

We publish our Shout-outs weekly, and draw for up to \$500 in employee recognition prizes every month!

## Remote Work Arrangements



If your job responsibilities can be done effectively from home, you may be eligible for a Remote Work Arrangement (RWA) agreement – work from the office some of the time, and from home some of the time.

## Hiring referral bonus

Get rewarded for recommending



Do you know someone who would be a great fit at KOTT?

If you recommend them for a job opening, you are eligible for a \$250 referral bonus.

## KOTT Babies!

We're just #kottproud



Let us know if you are expecting a baby or a grandchild! When your new little bundle of joy arrives, we'll send you some sweet KOTT babygear and a 'welcome to the family' note.

## Events & traditions

We love to celebrate!



We look forward to holding these KOTT events each year:

- **WinterBREAK** in February
- **Safety BBQ** in June
- **Family Picnic** in the Fall
- **Christmas traditions:** Family Party, free Christmas trees, employee lunch, gifts, matched donations to families in need in our communities

We also do speed trivia games and online meditation sessions each month!

## Milestones

We celebrate long-service employees



After 25 years of service at KOTT, you will receive a Rolex watch. You will also be invited to the annual Milestone Lunch for long-service employees and KOTT retirees.