



# KSi Conveyors Inc. — A Great Place to Work

**Quality Product.  
Moving Quality Product.**

KSi offers competitive pay and creative benefits in an integrity-driven, team-oriented work culture.



KSi Conveyor with Patented Cleated Belt



KSi Automation Panel Shop



Production Shop



KSi Engineering Offices

## KSi Conveyors Inc.



KSi Conveyors Inc. is a leader in the design and manufacturing of belt conveyors and related seed handling and seed treatment application equipment.

Founded in 1999, KSi developed a patented cleated belt technology that outperforms conventional augers and conveyors, moving seed more efficiently at steeper angles with very little material damage. This technology has helped establish KSi as the standard in quality seed handling equipment and as a leader in bulk seed site development, automation control systems, and seed treatment.

### **KSi Mission Statement**

*KSi strives to glorify God in all we do by establishing and maintaining relationships that are built on trust, transparency, and servant leadership.*

## Hiring and Applications



KSi Conveyors offers competitive pay and benefits in an integrity-driven, team-oriented work culture.

Email resumes to our [hr@ksiconveyors.com](mailto:hr@ksiconveyors.com), visit [ksiconveyors.com/careers](http://ksiconveyors.com/careers) or stop by our offices:

Illinois: 454 N State Route 49, Cissna Park, IL 60924

Kansas: 2345 U Road, Sabetha, KS 66534

# KSi Employee Benefits Overview



## **Paid Time Off (PTO) — Full-Time Employees** (accrued bi-weekly)

- Hire Date - 2 Years: 10 days
- 2-10 Years: 15 days
- 10-15 Years: 20 days
- 15-20 Years: 22.5 days
- 20+ Years: 25 days

*Unused PTO days are cumulative, but cannot be exchanged for pay. PTO = 8-hour work day*

## **Paid Holidays**

New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving, Friday after Thanksgiving, Christmas Eve, Christmas, Floating Holiday

*Holiday = 8-hour work day*



## **Humanitarian Days** (effective after first full year of full-time employment)

KSi senior management encourages full-time employees to provide humanitarian assistance.

- After Year 1: 5 days per year Paid Leave

*Humanitarian aid must be pre-approved. Humanitarian pay = 8-hour work day; days non-cumulative*



## **Group Health Insurance** (effective the first of the month following hire date)

KSi offers a Group Health Insurance plan to full-time employees. KSi covers 100% of the employee's premium. The cost of dependents is graduated by: Employee + Spouse, Employee + Children, Employee + Family.

## **Voluntary Dental Insurance** (effective the first of the month following hire date)

KSi offers Voluntary Dental Insurance to full-time employees in four tiers: Employee, Employee + Spouse, Employee + Children, and Family.



## **401(k) Retirement Planning** (effective after 12 consecutive months of employment)

KSi offers a 401(k) and Profit Sharing Plan (subject to senior management discretion). KSi matches employee pre-tax contributions up to 4% of employee's annual earnings. Semi-annual enrollment. *Employee deferrals and safe harbor match fully-vested; profit sharing on 5-year graded vesting schedule.*

## **Health Savings Account (HSA)** (effective the first of the month following hire date)

Employees eligible for KSi's Health Plan may contribute a portion of their annual compensation "pre-tax" to be reimbursed later for qualified medical expenses. KSi matches 50% of employee's contributions, up to \$50 per pay period and \$1,000 annually.



## **Group Life Insurance** (effective the first of the month following hire date)

KSi offers a Group Life Insurance plan to full-time employees. KSi covers 100% of the employee's premium; pays \$10,000 in benefits in the case of death. Voluntary Life Insurance also available.

## **KSi Clothing Allowance** (effective the first of the month following hire date)

KSi allots full-time employees up to \$30 per year towards KSi-logo'ed upper-body apparel. *Clothing allowance is cumulative, but cannot be exchanged for pay.*

## **Tool Program**

The KSi Tool Program allows employees to purchase up to \$750 worth of job-related tools, to be repaid by the employee (interest-free) over several paychecks until employee owns the tools. *Minimum amount per paycheck that employees may elect to deduct is \$40.*



## **529 College Savings Plan**

KSi offers a 529 Plan (College Savings Plan) to full-time employees. Contributions to this plan are a state income tax break. (Withdrawals for qualified education expenses are state and federal tax-free.)

## **Corporate Wellness Program**

KSi employees can earn points from health-oriented activities and redeem them for prizes, discounted insurance, etc. ... KSi also covers all or a large portion of a Health Membership.

