



BENEFITS FOR TEMPORARY EMPLOYEES

(Benefits only apply to active Kennison temporary employees)

Earned Sick Time:

Effective July 1, 2015, employees can earn one hour of sick time for every 30 hours worked under Massachusetts Earned Sick Time Law. Employees may begin using earned sick time 90 days after starting work. For more information, please see the Earned Sick Time Notice of Employee Rights included in your enrollment package.

Holiday Pay:

The paid holidays are Patriots Day, Independence Day, Columbus Day, and New Year's Day. Holiday pay is processed in the payroll cycle following the week the holiday occurs based on the following criteria:

- One 400, 800, 1200, and 1600 hours are worked in a calendar year (one per quarter).
- You are actively employed at Kennison & Associates at the time of the holiday.
- You are scheduled to work a full day the day before and the day after the holiday. You must work both days to qualify.
- The Holiday Pay benefit is equal to seven hours of work.

\$50 Referral Bonus:

If you refer an applicant to our temporary division, you will receive \$50 once they have worked 80 hours. Your referral must mention your name on their application to qualify.

\$25 Request Back Bonus:

If you complete an assignment for Kennison and the client requests you back for a new assignment (for a minimum of three days) you will receive \$25. This applies one time per client and you must return to the company and complete the new assignment to qualify. *This does not apply to an extension of an assignment that you are currently on.*

Commuter Benefit:

If you work 140 hours within the designated period, you will qualify to earn a taxable commuter reimbursement benefit. The benefit is processed in the payroll cycle following the monthly qualifying period.

Free Computer Software Training:

Kennison has computer training on a wide variety of software programs including MS Word, Excel, PowerPoint, Outlook and more. All training Packages are self-directed tutorials and can be emailed to you to be taken off-site or can be taken in our offices.

Temp of the Month:

One temp will be selected every month to receive a \$50 gift card and a feature on the Kennison website. In order to qualify, Kennison must have received positive feedback about your work, you must have worked at least 50 hours in the prior month, have not been late to your assignment or called out sick, and submitted your timesheet by the deadline. The winner will be selected from the pool of qualified candidates at the discretion of Kennison & Associates.

Direct Deposit:

You may elect to participate in our direct deposit program. If you choose not to participate, you will have the option to have your check mailed to you or held at our office for pick. You will need to show a photo i.d. if you pick your check up at our office.