



Looking for a Job

You'll Love?

Find It
@ KBR 2023 U.S. Benefits





Look No Further!

There's nothing quite like a career at KBR.

The work we do makes the world a better place. Literally.

We are constantly looking for ways to innovate and challenge the status quo. We have a high-performance culture and our employees demonstrate every day that We Deliver the impossible. And our commitment to excellence is unwavering — not just to the industries we serve, but to you as well. We know our people are at the heart of our success. We need your best every day. In return, you can expect our best. Together, let's build a better future for all of us.

"A GREAT PLACE TO WORK!"

82%
of **U.S. KBR**
employees

83%
of **global KBR**
employees

According to the 2022 People Perspective Survey.

A person wearing a blue jacket and brown pants is walking on a dirt path through a forest of massive, ancient-looking trees. The trees have thick, textured bark and are surrounded by green foliage. The scene is brightly lit, suggesting a sunny day.

At KBR You Will Find

- Purpose >
- Opportunity >
- Balance >
- Support >
- Community >

Start **Exploring**
@ KBR

Saving the Planet

Just another day
on the job



Here are just a few of the things that we do to make the world a better place.

Think of the impact you could have here.

**Find Purpose
@ KBR**

Design structures that can withstand everything from earthquakes to tsunamis.

Protect some of the world's most important assets from cybercriminals.

Defend against hypersonic missile threats with cutting-edge technology.

Prepare astronauts to succeed with in-mission simulations.

Help paper mills create more eco-friendly products.

Push the boundaries of what's possible with scientific exploration in every field.

Track biological, chemical, and nuclear threats to protect our planet.

Chart new pathways for energy transition that meet social and environmental goals.

A young woman with dark hair, wearing a pink floral patterned shirt and a purple lanyard, is looking towards an older woman. The older woman has white hair, wears glasses, and a red and grey striped sweater with a blue lanyard. She is smiling broadly. The background is a blurred indoor setting with warm lighting.

**You Want
More Than a Job**

**You Want
a
Meaningful
Career**

**Find Opportunity
@ KBR**

Opportunity

Opportunity abounds at KBR. Here are the resources we offer to help you grow and succeed.

EDUCATION ASSISTANCE

Get up to \$7,500 covered for educational courses and certificates that relate to your current or future role.*

LEADERSHIP PROGRAMS

Thinking about becoming a manager, or just want to learn how to be a better leader to those around you? We have a variety of leadership programs that support and develop our managers and technical leaders.

MOBILITY

KBR is proud to be a global company with many career opportunities. If you're looking for a new opportunity or stretch assignment, we have a robust, diverse internal mobility program that can help you explore and advance your career.

LEARNING COURSES

If you're looking to launch your career at KBR or accomplish an academic goal, we offer more than 3,000 learning courses, for college learning, graduate school, and professional certifications.

Up to
\$7,500
for education
assistance

* Some employees may not be eligible for education assistance.



Take
Time.

Take a
Breath.

There's **More**
to **Life** Than
Work.

Find **Balance**
@ KBR

"I FEEL I CAN TAKE TIME OFF
WHEN NECESSARY."

89%
of U.S. KBR
employees

90%
of global KBR
employees

According to the 2022 People Perspective Survey.

Balance

At KBR, we value our employees and their lives outside of work. We have a variety of **time off and leave of absence options** that help you relax, recover, and take time for the things that matter most.

PTO

We offer up to 140 hours annually of paid time off (PTO) so you can connect with loved ones, serve your community, relax, unplug, and stay well.

FLEXIBLE WORK SCHEDULE

We operate with a common understanding that We Deliver and trust you to get the job done on a schedule that works for you, your manager, and the clients you support. A non-standard work schedule may be provided to you with the ability to flex your work schedule (with manager approval, of course).

HOLIDAYS

If you join as a full-time employee, you will receive up to eight holidays, plus two additional floating holidays to use for celebrations that are meaningful to you and your family.

PARENTAL LEAVE

Becoming a parent is an exciting step for families, and KBR recognizes the importance of parent-child bonding. While nothing can quite prepare you for those first weeks of parenthood, KBR provides up to four weeks of paid parental leave to help with the transition. And when you return, you'll receive continued flexibility through our flexible working options so you can deliver your work and meet new family obligations.

MILITARY LEAVE

To support your service to our country, KBR provides up to 30 days of paid leave if you are called to annual training or more extended service requirements for the U.S. Armed Forces.

* Some employees may not be eligible for PTO.

Typically
Starting at

140

Hours of PTO

10
Holidays

30
Days Military
Leave

4
Weeks of
Parental
Leave

**Coming in
Spring 2023**



↓
Coming in
Spring 2023

Want to Work Abroad?

And experience
a new culture, too?

"I TRUST MY EMPLOYEES WILL DO
A GOOD JOB WITHOUT WATCHING
OVER THEIR SHOULDERS."

86%
of U.S. KBR
managers

87%
of global KBR
managers

According to the 2022 People Perspective Survey.

ENJOY WORK + MORE

At KBR, we offer flexibility because we trust you'll get the job done — from anywhere. In spring 2023, you may be eligible to choose a different location to work from for up to four weeks in a year. If you're eligible, your manager will carefully evaluate your request. This way, we can best position you to work successfully with your teams and provide exceptional service to the customers who rely on you.

↓
Coming in
Spring 2023

Unplug and Unwind

TAKE THE TIME YOU NEED

We are committed to supporting employees' mental health and wellbeing. Beginning in spring 2023, we'll offer sabbatical time off for eligible employees to step back to recharge. If you're eligible, requests will be evaluated on a case-by-case basis and require manager approval.





Life Moments Matter

Find **Support**
@ KBR

Health

Money

Life

Wellness

Find the **health benefits** you need to live life well.

MEDICAL BENEFITS

Choose from up to seven medical plan options based on your location, including a PPO plan with low deductibles, a high-deductible plan with the flexibility to contribute to a Health Savings Account (HSA), and a TRICARE Supplemental plan offered to the military community.

DENTAL BENEFITS

Keep those pearly whites sparkling with our two dental plans, and an additional buy-up plan if you're looking for extra coverage.

VISION BENEFITS

Keep your life in focus with our two vision plans that save you money on eligible vision care expenses, such as eye exams, glasses, and contact lenses.

Up to
7
medical plans
based on your location



We also have **additional health programs** to make your healthcare journey easier.*

TELEMEDICINE

See a doctor 24/7 from your computer, tablet, or phone for faster, more convenient, and more affordable care.

HELLO HEART

Understand and improve your heart health — all from the privacy and comfort from your own home with the Hello Heart mobile app. Plus, you may qualify to get up to two blood pressure monitors per household.

NURSELINE

Have a healthcare question or concern? Get it answered with 24/7 registered nurses.

SURGERYPLUS CONCIERGE

Receive access to Surgeons of Excellence at pre-negotiated rates and use the concierge service to manage the entire episode of care for you, including locating a surgeon, scheduling appointments, transferring medical records, and arranging necessary travel.

HINGE HEALTH PAIN MANAGEMENT

Manage back, knee, hip, shoulder, or neck pain with one-on-one sessions with a health coach — results show to cut pain and increase functional movement by up to 60% on average in as little as 45 minutes a week!

VIRTA HEALTH

Address the full spectrum of metabolic health, including type 2 diabetes reversal, without risks, costs, or side effects of medication or surgery. Virta is also available for those with a BMI of 30 or greater who are interested in safe and sustainable weight loss.

* Not all medical plan options offer access to these additional health programs.

And, of course,
our resources prioritize
your mental health.



Find your peace of mind with **mental health resources** that support the whole you.

EMPLOYEE SUPPORT PROGRAM

With our Employee Support Program (ESP) through Workplace Options, you'll get 24/7 access to free, confidential support for most personal, financial, mental health, work-related, and wellbeing questions and challenges you may be facing.

MEQUILIBRIUM

Need a helping hand but not sure where to start? You'll be able to use MeQuilibrium to build your resilience with this digital platform, designed to help you address your unique thinking styles to help live with purpose.



From monetary recognition awards to KBR's matching 401(k) contributions, you'll see that we foster a culture of **recognition and rewards** that drives our success.*

401(k) SAVINGS PLAN

At KBR, we invest in you so you can invest in yourself. Save for the future by participating in KBR's 401(k) Savings Plan. You are automatically enrolled within seven days of your hire date at 3% of your pay. KBR matches dollar for dollar on the first 5% you save, and 50% on the next 1% of pay — for a company match opportunity of 5.5% that you will be fully vested in just two short years!

ONE KBR BONUS PROGRAM

Get rewarded for doing your best. Through One KBR, we foster a culture of recognition, highlights, and outstanding performance for everyday excellence. One KBR is designed to recognize those who go above and beyond for the benefit of One KBR and reward them monetarily for consistently demonstrating One KBR values.

SERVICE AWARD

Your time at KBR is valued and as a way of thanking you for your commitment, you'll receive an invitation to select a special gift at milestone anniversaries.

ELECTIVE DEFERRAL PLAN

Watch your investments grow with our supplemental savings plan that allows you to defer a portion of your compensation and reduce your taxable income!

EMPLOYEE STOCK PURCHASE PLAN

We make it easy to share in our success by offering you the opportunity to purchase stock at a 5% discount via payroll deductions.

You may receive up to a **5.5%** matching 401(k) contribution from KBR

* Program eligibility varies based your employment terms and position.



At KBR, we want to help you and your family stay financially supported and protected. Here's some benefits we offer to protect **your money**.

DISABILITY

KBR provides short-term disability (STD), long-term disability (LTD), and the option for you to purchase supplemental LTD if you're looking for more coverage.

SUPPLEMENTAL INSURANCE

You can get extra coverage in addition to your medical benefits by enrolling in our supplemental medical benefit options, including accident, critical illness, and hospital indemnity insurance.

LIFE AND AD&D INSURANCE

You'll automatically receive employee basic life and accidental death & dismemberment (AD&D) insurance coverage at no cost to you. You also have the opportunity to purchase extra coverage for yourself and your eligible dependents.

BUSINESS AND PERSONAL TRAVEL

Whether you're traveling for business or pleasure, KBR offers business travel coverage (we pay for that) and optional coverage for personal travel to help you stay financially protected.



FLEXIBLE SPENDING ACCOUNTS

Save money on anticipated healthcare and dependent day care expenses while lowering your taxable income with our selection of Flexible Spending Accounts (FSAs).

HEALTH SAVINGS ACCOUNT

Consider enrolling in our optional Health Savings Account (HSA) — a triple tax-advantaged way to pay for eligible medical, prescription, dental, or vision expenses.

COMMUTER BENEFITS

We help make your work commute more affordable by offering commuter benefits, which allow you to use tax-free dollars on your commuting and parking costs.

LEGAL PLAN

Get directly connected with skilled attorneys who can help you manage anything from estate planning, buying and selling a home, traffic ticket defense, and more.

IDENTITY THEFT PROTECTION

We'll keep you safe with our proactive identity and credit monitoring, offering you the most comprehensive solution to fight today's identity fraud issues.

DISCOUNTS

Through our KBRExtras program, we offer an exclusive referral code to help you save on items and experiences, such as auto/home insurance, pet insurance, hotel stays, movie tickets, food delivery, computers, and more.



Find **family-friendly benefits** through Bright Horizons here.

CHILDCARE AND NANNY PLACEMENT

Need to find a babysitter last minute? Through Bright Horizons, you can get help recruiting, vetting, and hiring a nanny at discounted rates. You also receive flexible back-up care and preferred enrollment for your child at a Bright Horizons center.

ELDER CARE

Life happens, and sometimes we need a helping hand. Receive guidance for caregiving, legal, and financial concerns for your loved one. We also provide access to a network of qualified, vetted in-home care options.

TUTORING

For those times your family needs educational support, we offer a tutoring benefit that provides homework help, support for college students, and more — all at an affordable cost.

1,000+
Bright Horizons
childcare centers



You can take care of the whole you with **Wellness@KBR**.*

WELLNESS CREDIT

Establishing and maintaining healthy habits can be fun — especially when you're getting rewarded for it! You can participate in Wellness@KBR activities each year to earn a \$600 credit for the following year, which means more money in your pocket!



* If you are enrolled in the TRICARE Supplement medical plan option, you are not eligible to receive the Wellness@KBR incentive.





Find Belonging
in a **Community**
That **Cares**

Find **Community**
@ KBR

Community

We offer options for you to collaborate with others, create social impact, and grow a **community** here at KBR.

EMPLOYEE RESOURCE GROUPS

You can help shape our company culture, all while developing a close network of other change agents with similar interests as you. Employee Resource Groups (ERGs) are one of the many ways we seek to increase diversity and foster an inclusive work environment that enhances our global workforce. Whether you want to join an already-established ERG (career professionals, women, pride and allies, armed forces, mental health, and parents) or start your own — your voice is valued here.

COMMUNITIES OF INTEREST

Collaborate in our Communities of Interest (COIs) virtual forum with other subject-matter experts to develop technical skills, connect with other global employees, problem-solve together, and even provide your unique input on KBR's own business activities. You can get immediately involved in one of our five COIs — Artificial Intelligence, Cyber Cloud Computing, Smart Maintenance, Autonomy, and Mission Operations and Ground Systems.

EMPLOYEE SURVEYS

When it comes to being a successful company, we must learn before we grow. That's why we conduct an annual, confidential global employee survey each spring to hear your thoughts so we can continue doing our best.



A Great Place to Work

Fortune Most
Admired Companies in
2022

Great Place
to Work Certification
through

2023

(USA, Australia,
United Kingdom, Singapore,
India, Germany, UAE)

Forbes World's
Top Female-Friendly
Companies in

2021
and
2022

All
in All,
You Can **Find**
Everything
You Need.

We Have
a
Feeling
You'll **Like It**
Here **at KBR!**



The benefits in this summary are offered to eligible domestic, non-union KBR employees. Some employees may not be eligible for some of the programs and benefits described.