



Thrive with Key | Benefit Eligibility Chart

		30 scheduled hours or more*	Between 20 and <30 scheduled hours*	Less than 20 scheduled hours*
Health	Medical & Prescription Drug (also may be eligible for an HSA and Wellness Incentive) ¹	✓		
	Dental & Vision	✓	✓	
	Life Insurance and Accidental Death & Dismemberment	✓	✓	
	Critical Illness Insurance	✓	✓	
	Leaves of Absence	Eligibility varies by leave type. Visit key.com/benefits for more information.		
	Fitness Reimbursement‡	✓	✓	
	Long-Term Disability‡	✓	✓	
Well-Being	Paid Time Off (PTO)	✓	✓	✓
	Adoption Assistance†	✓	✓	✓
	Caregiver Support	✓	✓	✓
	Support Resources for Life Events	✓	✓	✓
	Employee Assistance Program (EAP)	✓	✓	✓
	Tuition Reimbursement	✓	✓	✓
	Career Development and Mentoring	✓	✓	✓
	Employee Networking Groups	✓	✓	✓
	Matching Gift Program	✓	✓	✓
	Dependent Care Flexible Spending Account (FSA)	✓	✓	
Financial Wellness	401(k) ³ (also may be eligible for a matching contribution† & a profit sharing contribution ²)	✓	✓	✓
	Financial Wellness Reviews	✓	✓	✓
	Employee Banking Programs including Student Loan Discount	✓	✓	✓
	Discounts on Non-Key Products	✓	✓	✓
	Commuter Benefits‡	✓	✓	
	Discounted Stock Purchase Program	✓	✓	
	Scholarship Program†	✓	✓	
Hardship Relief Assistance†	✓	✓		

*Excludes interns, seasonal, and on-call employees, unless noted otherwise

‡Requires 90 days of service

† Requires one year of service

¹Review HSA requirements at [IRS.gov](https://www.irs.gov) and Wellness Incentive eligibility details at HR Online > Wellness Incentive tile.

²Matching and profit sharing contributions require 1 year of service. Employees must also be employed on 12/31 to be eligible for profit sharing contribution.

³Seasonal and on-call employees are eligible to participate on completion of 1,000 hours of service.