

Kem Krest

Why Culture Matters

**Innovative ways to recruit and retain
All-Stars!**



WHO WE SERVE

KEM KREST HAS BEEN SERVICING OEMS FOR MORE THAN **45 YEARS**
across multiple transportation industry segments



AUTOMOTIVE



HEAVY-DUTY



POWERSPORTS



ELECTRIC VEHICLES



DEFENSE

WHAT WE DO



**SUPPLY CHAIN
OPTIMIZATION**



**END-TO-END
FULFILLMENT**



**CHEMICAL
PACKAGING**



**TRANSPORTATION
& LOGISTICS**



**CUSTOMER
SUPPORT**

WE TAKE THE FRICTION OUT OF THE SUPPLY CHAIN.

INDUSTRY LEADERS TRUST KEM KREST TO DELIVER



2020 WAS A GAME CHANGER

“The great resignation”

High Turnover

Work From Home / Remote work as a new norm

New expectations from employees – Flexibility. Etc.

A 2020 EMPLOYEE SURVEY REVEALED THE THINGS THAT MATTERED THE MOST:

- 1) Access to affordable healthcare
- 2) Access to affordable (high quality) childcare
- 3) A sense of Belonging / Inclusion / Culture
- 4) Effective Training and Development
- 5) Overall Compensation
- 6) Flexibility

OUR CULTURE—WHAT'S IMPORTANT TO US



DIVERSITY & INCLUSION

Kem Krest is a minority-owned business that makes intentional efforts to foster an inclusive work culture where the uniqueness of beliefs, backgrounds, talents, capabilities, and lifestyles are welcomed and leveraged as a catalyst for understanding and accepting a wide range of perspectives. Kem Krest expects that all associates make intentional efforts to better understand how to serve, meet the needs of, and effectively engage with their fellow associates throughout our shared work environment.



COMMUNITY IMPACT

Kem Krest strives to make an IMPACT in the environment in which we live, work, and play. We believe we must serve our local communities with outreach and focus. Our Impact Team offers suggestions for local events, happenings, and volunteer opportunities for our staff's involvement. Through volunteer committees, we encourage our team members to join and spearhead initiatives making progress in causes we care about deeply.



TALENT DEVELOPMENT

Kem Krest believes in the power of employee growth and development as the fuel to our organization's long-term success. Through individual development plans and talent development programs we foster an environment of continuous growth and opportunities to support our employees to reach their career aspirations.

OUR CULTURE—WHAT WE PROTECT



SAFETY

Safety is our number one priority.

Our safety commitment promotes and maintains a safe working environment for all employees and visitors in our facilities.



WELLBEING

We provide wellbeing programs and **opportunities to strengthen employee wellbeing.**

We offer diverse incentives for engagement in initiatives across physical, mental, and financial wellbeing.



Sustainability

Through our partnerships and pledges with suppliers and customers, we deliver environmentally friendly options throughout our supply chain practices and facility operations.

OUR HYPOTHESIS

AN ON-SITE HEALTH CLINIC WILL:

- Differentiate Kem Krest from other employers
- Improve our ability to attract and retain employees
- Reduce or remove the challenge of access to quality healthcare for associates and their families
- Promote preventative care, reducing long-term health consequences that could have been mitigated
- Be managed by a 3rd party and be compliant with HIPAA

THE PROCESS

Evaluate

- Risk analysis
- Services
- Systems
- Providers
- Space
- Equipment
- Demand
- Costs

Prepare

- Retrofit current space
- Partners
- Marketing
- Budget
- Governance
- Develop Metrics

Deploy

- Hrs / Days of operation
- Review effectiveness
- User feedback

KEM KREST ON-SITE CLINICS



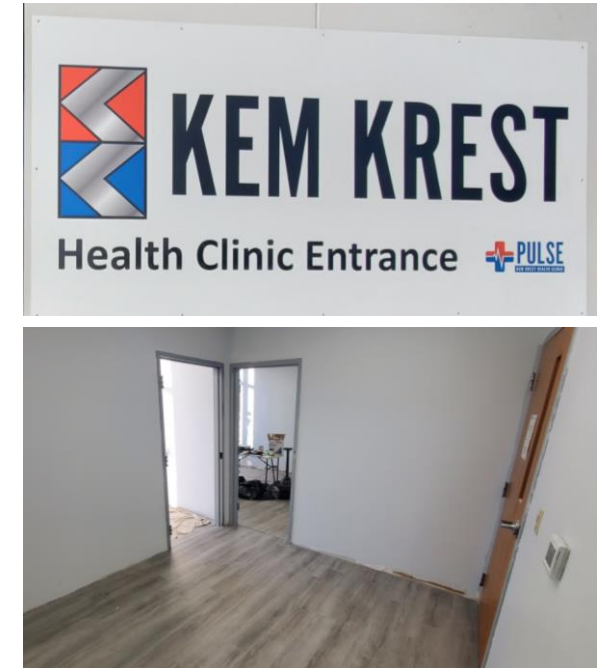
PULSE CLINIC ELKHART, IN

Established: January 2022



PULSE CLINIC BRIGHTON, MI

Established: August 2023



PULSE CLINIC PLEASANT PRAIRIE, WI

Coming soon: 2024

THE MODEL

A PARTNERSHIP WITH BEACON HEALTH ACROSS OUR SITES

PREVENTATIVE CARE

- ROUTINE WELLNESS EXAMS
- ANNUAL PHYSICAL EXAM
- ANNUAL SCREENINGS

PHARMACEUTICALS

- STOCKED MOST-REQUESTED COMMON PHARMACEUTICALS
- ACUTE AND CHRONIC MEDS
- REFILL SERVICES

LABORATORY SERVICES

- VACCINATIONS
- METABOLIC PANELS (CMP)
- CBC, LIPIDS TSH, A1C TESTS

CHRONIC CARE

- TREATMENTS FOR:
- ASTHMA
 - DEPRESSION
 - DIABETES
 - HYPERLIPIDEMIA
 - HYPERTENSION

All services AND Rx are FREE to all employees and their immediate families.

THE RESULTS: ELKHART CLINIC (2022 - 2023)

Elkhart Employees = 300

924

**MEDICATIONS
DISPENSED**

594

**LABORATORY
TESTS**

2,653

**APPOINTMENTS
SCHEDULED**

94%

**CLINIC UTILIZATION
(% OF AVAILABILITY)**

	2022	2023
Cost avoidance – clinic operation vs. marketplace	\$91,624	\$161,903
Pharmaceutical cost avoidance	\$74,799	\$123,422
Laboratory cost avoidance	\$19,915	\$17,440

THE RESULTS: BRIGHTON CLINIC (Q3 - Q4 2023)

Brighton Employees = 150

186

**MEDICATIONS
DISPENSED**

279

**LABORATORY
TESTS**

479

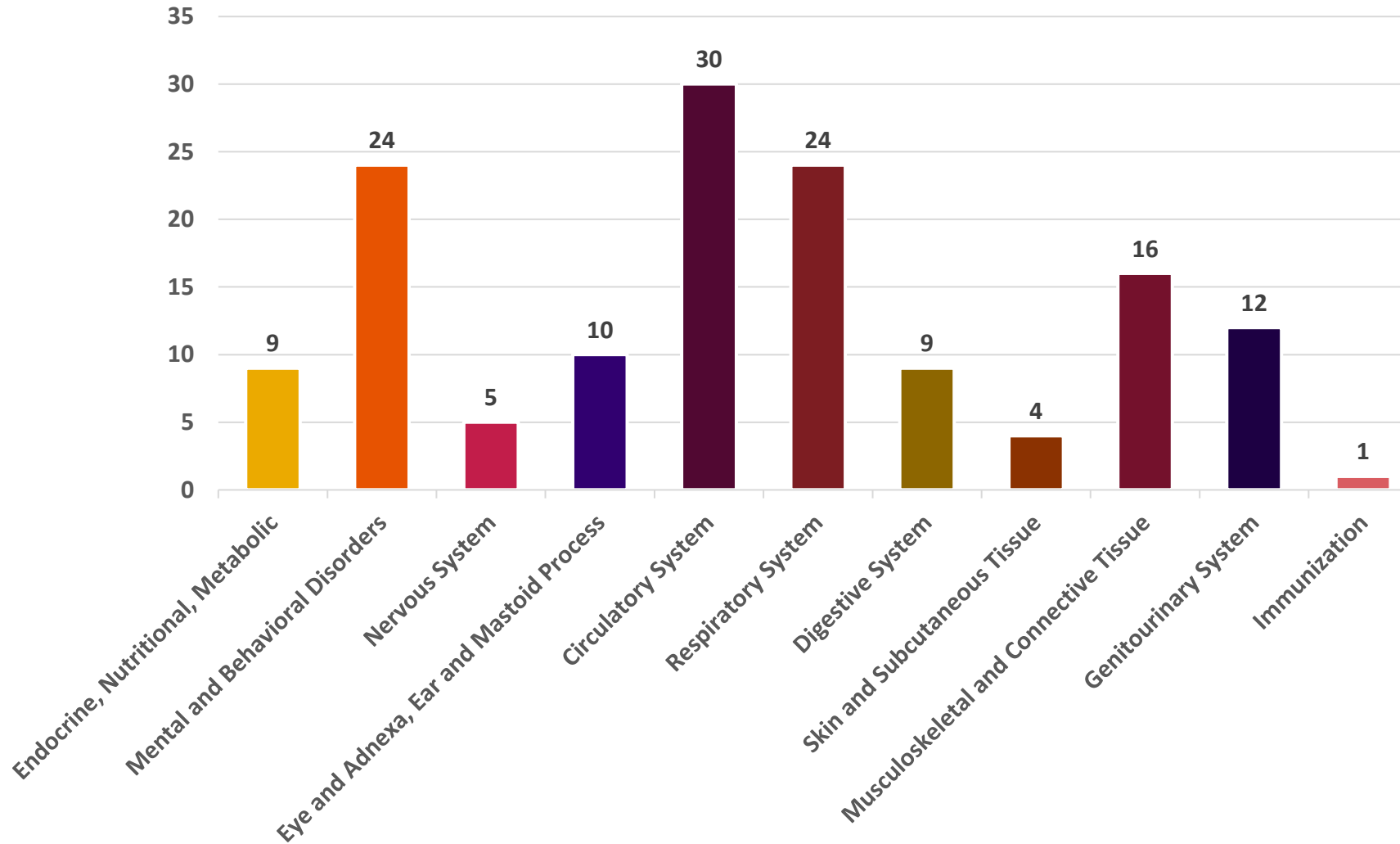
**APPOINTMENTS
SCHEDULED**

138%

**CLINIC UTILIZATION
(% OF AVAILABILITY)**

	Q3 / Q4 2023
Cost avoidance – clinic operation vs. marketplace	\$35,297
Pharmaceutical cost avoidance	\$30,705
Laboratory cost avoidance	\$19,316

Quarter 1 Diagnosis Summary



Notables

- Total of 209 diagnoses for 2022 quarter 1
- Approximately 65 diagnoses were considered routine exams

OTHER BENEFITS

- **ZERO cost increase (actually a slight decrease) in annual health insurance premium**
- **Control cost of RX with a slight mark up over cost**
- **Lives saved – people that simply would not have gone to the Doc (we hear the stories)**
- **Better availability for mental health, addiction, and proactive health management**
- **Employees don't have to clock out to see the doc – saved PTO time and provides flexibility at a fraction of the time**
- **Referrals for recruiting**
- **It shows we care – we put our money on what matters most**
- **Diversion from ER – the most costly form of care**
- **In-house first response (Health and Safety)**
- **In-house Flu Shots and preventive meds**

HOW ELSE DOES KK PROMOTE CULTURE?

- **Dedicated Employee Engagement Team**
- **Annual Culture Surveys (with follow up loops)**
- **DEI Council**
- **Engaging Women's Conference**
- **“Impact Committees” responsible for Corp Philanthropy with dedicated leadership oversight**
- **Employee Leadership Academy**
- **Focused and calibrated Learning and Development plans**
- **Internal Corp Coms team with Building Bridges Podcast**
- **Employee Milestone Recognitions and Annual Awards**
- **Retirement Gifts**
- **Top 100 leaders conference**

AND WE HAVE A LOT OF FUN!



THE RESULTS (2023 DATA)

ATTRACTION

>95%

OFFER
ACCEPTANCE
RATE

30

AVG DAYS TO
FILL OPEN
POSITIONS

RETENTION

50%

REDUCTION IN
TURNOVER

50%

INCREASE IN
WELLBEING
PARTICIPATION

DIVERSITY

68%

WOMEN AND ETHNICALLY
DIVERSE EMPLOYEES

Most profitable year in Company History