

Kanakuk Kamps

2018 Healthcare Wages, Discounts and Tuition Exchange

Nurse

We offer a Tuition Exchange Program for healthcare staff with two benefits. (1) Eligibility for an employee discount off standard tuition rates and (2) Reduction in tuition deposit equal to your estimated net wages. The Table below **estimates** net wages, out-of-pocket tuition expenses and net pay after tuition exchange. All payroll taxes, Kamp Store purchases, transportation and other charges are the responsibility of the employee. One discount per child, per week worked. Healthcare Staff not participating in Tuition Exchange will receive the Gross Wage amount less payroll taxes and Kamp Store purchases charged to your staff account.

| Estimated Wages - Nurse | | | | Discount and Estimated Tuition Exchange | | | | | | | | |
|-------------------------|--------------------|--------------------------|------------------|---|---------------------|----------------------------------|--------------------------|--------------------|---------------------------------|------------------------------------|-------------------------------|--|
| # of Weeks | + | - | = | | + | + | - | = | Estimated | Estimated | Est. Net Pay | |
| <u>You Work</u> | <u>Gross Wages</u> | <u>Payroll Taxes (a)</u> | <u>Net Wages</u> | <u>Kamper Term Length</u> | <u>Kamp Tuition</u> | <u>Kamp Store Prepayment (b)</u> | <u>Employee Discount</u> | <u>Net Tuition</u> | <u>Wages Applied to Tuition</u> | <u>Out-of-pocket Due March 1st</u> | <u>After Tuition Exchange</u> | |
| 1 | 1,050 | 170 | 880 | 7 -Nights | 1,200 | 75 | 240 | 1,035 | 880 | 155 | 0 | |
| 1 | 1,050 | 170 | 880 | 14-Nights | 2,300 | 75 | 240 | 2,135 | 880 | 1,255 | 0 | |
| 1 | 1,050 | 170 | 880 | 28-Day-K1 | 4,400 | 75 | 240 | 4,235 | 880 | 3,355 | 0 | |
| 1 | 1,050 | 170 | 880 | 28-Day-K2 | 4,400 | 75 | 240 | 4,235 | 880 | 3,355 | 0 | |
| 2 | 2,050 | 455 | 1,595 | 7 -Nights | 1,200 | 75 | 240 | 1,035 | 1,035 | 0 | 560 | |
| 2 | 2,050 | 455 | 1,595 | 14-Nights | 2,300 | 75 | 460 | 1,915 | 1,595 | 320 | 0 | |
| 2 | 2,050 | 455 | 1,595 | 28-Day-K1 | 4,400 | 75 | 460 | 4,015 | 1,595 | 2,420 | 0 | |
| 2 | 2,050 | 455 | 1,595 | 28-Day-K2 | 4,400 | 75 | 460 | 4,015 | 1,595 | 2,420 | 0 | |
| 3 | 3,100 | 750 | 2,350 | 7 -Nights | 1,200 | 75 | 240 | 1,035 | 1,035 | 0 | 1,315 | |
| 3 | 3,100 | 750 | 2,350 | 14-Nights | 2,300 | 75 | 460 | 1,915 | 1,915 | 0 | 435 | |
| 3 | 3,100 | 750 | 2,350 | 28-Day-K1 | 4,400 | 75 | 720 | 3,755 | 2,350 | 1,405 | 0 | |
| 3 | 3,100 | 750 | 2,350 | 28-Day-K2 | 4,400 | 75 | 720 | 3,755 | 2,350 | 1,405 | 0 | |
| 4 | 4,100 | 1,120 | 2,980 | 7 -Nights | 1,200 | 75 | 240 | 1,035 | 1,035 | 0 | 1,945 | |
| 4 | 4,100 | 1,120 | 2,980 | 14-Nights | 2,300 | 75 | 460 | 1,915 | 1,915 | 0 | 1,065 | |
| 4 | 4,100 | 1,120 | 2,980 | 28-Day-K1 | 4,400 | 75 | 880 | 3,595 | 2,980 | 615 | 0 | |
| 4 | 4,100 | 1,120 | 2,980 | 28-Day-K2 | 4,400 | 75 | 880 | 3,595 | 2,980 | 615 | 0 | |

(a) Payroll taxes include FICA, FED and MO withholding based on filing status of Married claiming zero dependants. Your actual taxes may be different.

(b) Unused Kamper Store Prepayments are first applied to the family's account. Excess balances are refunded within 30 days after the Kamper term ends.

Policies Regarding Healthcare Wages, Kamper Enrollment and Tuition Exchange:

1. Net Kamp Tuition and other fees (i.e. Kamp Store account prepayment, transportation, etc.) in excess of your Net Wages must be paid in full by the March 1st deadline. Your net pay will be applied to your Kamper's account within 30 days of your work term.
2. Any other Kamper that you enroll in Kamp, which are not covered by your Net Pay, must have their entire balance paid in full by the March 1st deadline.
3. Every Kamper must have a completed application form and (\$200) deposit sent to Kamp before they are enrolled. This is required by everyone sending a Kamper to Kamp -- including physicians and Kamp Directors. Your Kamper can not be put into his/her Kamp until the deposit and application form are received by our Registration Department.
4. Estimated Net Wages are before any purchases from the Kamp Store charged to your staff account.
5. QUESTIONS? Crystal, Kamper Accounts at clmitchell@kanakuk.com