

# BLACK KNIGHT BENEFITS



Thank you for your interest in working for **Black Knight, Inc.** Part of being a premier provider of software, data and analytics to the mortgage and real estate industries means providing our employees with comprehensive benefits and perks that support their needs both professionally and personally.

## FINANCES

**PAY-FOR-PERFORMANCE:** We have an incredibly talented team at Black Knight, Inc., and we strive to maintain an engaged environment where everyone can use their skills, talents and interests to further their career and know they are a valuable contributor to the company's success. We offer challenging career opportunities and reward ethical, sustainable results through a high-performance culture of integrity and teamwork. Black Knight has a Pay-for-Performance approach for compensation and reward programs and offers a comprehensive pay package that includes competitive base pay and a discretionary annual incentive program to provide market-based merit increases and bonus pay opportunities based on individual achievement and company performance.

**401(K) PROFIT-SHARING PLAN:** We match \$.375 on each \$1.00 that you contribute up to 6%. You are eligible to enroll in our 401(k) plan at any time. Employer contributions will be fully vested when you have completed three years of service.

**EMPLOYEE STOCK PURCHASE PLAN:** We match up to 33.33% on contributions of 3 – 15%; for job grade levels 16 or higher or employees with 10 or more years of service, we match 50%. You are eligible to enroll after 90 days of employment.

**EMPLOYEE REFERRAL PROGRAM:** Get paid for referring your friends and family to work for Black Knight.

**COMPANY DISCOUNTS:** Receive discounts with companies nationwide, as well as savings on childcare services, vacation packages and sporting event tickets.

## PAID TIME OFF\*

**VACATION:** Receive up to three weeks of paid vacation per year; after five years of service, you receive four weeks; and after 15 years, five weeks. Vacation begins to accrue immediately on the first day of employment at a rate of 4.615 hours per pay period.

**HOLIDAYS:** Receive up to 11 paid holidays per year, including seven company holidays and four personal-choice holidays.

**WELLNESS LEAVE:** Eligible employees can receive up to 5 days of paid wellness leave to take time off to recover from illness, as well as to maintain physical, emotional and psychological well-being. Wellness leave begins to accrue immediately on the first day of employment at a rate of 3.33 hours per month (five days per calendar year).

**VOLUNTEER DAY:** Receive up to eight hours per year to give back to the community.

**PARENTAL LEAVE:** After one year of employment, Black Knight offers six weeks of paid leave for mothers, fathers, partners and adoptive parents after the birth or adoption of a child.

**MILITARY LEAVE:** After one year of employment, Black Knight offers paid military leave for the first six months of service for those who are called to active duty in either the Reserves or the National Guard.

**VACATION DONATION PROGRAM:** Black Knight employees can donate accrued and unused vacation hours to another employee who is experiencing hardship due to a medical emergency. Eligible employees may receive up to 480 hours of donated vacation hours from one or more employees within a rolling 12-month period.

*\* Company-paid time off is accrued based on your hire date.*

## MEDICAL AND HEALTH

On the first of the month following your start date, full-time employees can enroll in our benefits packages including, but not limited to:

### VOLUNTARY

- Medical
- Dental
- Vision
- Flexible Spending Accounts
- Health Savings Accounts
- Supplemental Employee and Dependent Life Insurance
- Voluntary AD&D
- Short-Term and Long-Term Disability
- Tax-Free Transportation Program
- Legal Assistance Program
- Prudential Supplemental Insurance
- LifeLock Identity Theft Protection Program
- WW Wellness that Works Program for as low as \$9/month

### COMPANY-PAID

- Business Travel Accident Insurance
- Basic Life & AD&D Insurance
- Basic Dependent Life Insurance
- Wellness Program through Prudential
- Employee Assistance Program
- Teladoc
- Livongo Diabetes Management Program
- Employer Deposit to the HSA

### JACKSONVILLE CAMPUS

- Fitness center featuring state-of-the art exercise equipment, fully equipped dressing rooms, fitness classes and personal training
- YMCA corporate wellness partner 20% discount



# CAREER DEVELOPMENT AND GROWTH

**BLACK KNIGHT UNIVERSITY:** Offers a variety of courses, taught by Black Knight subject-matter experts, as well as industry leaders, covering a wide range of technical, industry and professional topics.

**PERCIPIO:** Black Knight's eLearning platform to access thousands of business, technical and professional resources, including videos, job aids, ebooks and more. Percipio also offers live bootcamps, certification preparation tracks, aspire journeys and more.

**EMERGING LEADERS:** A six-month career development program designed for early career employees who have been identified as high-potential and high-performing. Through weekly assignments and monthly review calls, participants become better advocates for their career growth and develop themselves for future success.

**GURU PROGRAM:** Informal network of employees who share information through blogs, wikis and other resources. This program helps build personal connections across the enterprise to support collaboration and a sharing of knowledge, ideas and best practices.

**EMPLOYEE TOWN HALLS:** Corporate and divisional meetings held by Black Knight's leadership team to provide employees with updates pertaining to company successes, updates and more.

**SUMMER INTERNSHIP PROGRAM:** Provides students with the opportunity to gain practical, challenging and meaningful career-specific experience over the course of a summer. Interns work alongside our employees to perform meaningful tasks designed to grow their skills in a dynamic environment to support long-term career objectives.

**MENTOR/MENTEE PROGRAM:** Annual personal and professional development program designed to help identify and develop talent, cultivate leadership skills, and foster innovation and creativity among our top performers through one-on-one mentoring.

**MANAGING FOR SUCCESS PROGRAM:** Designed for new managers to build and develop crucial foundational management skills and Black Knight people development processes to support the transition from being an individual contributor to a successful and supportive manager.

**COACHING FOR PERFORMANCE:** This program represents a commitment to "People as our greatest strengths" and fosters the development of high-performing teams and individual development. This is a skill-development workshop that provides managers/leaders with a framework to equip them with the skills to effectively plan for and manage a variety of coaching situations.

## COMMUNITY AND DIVERSITY

**DIVERSITY, EQUITY AND INCLUSION (DEI) ROUNDTABLE:** Internal alliance group that promotes diversity efforts at Black Knight. Members are invited to participate in virtual activities, discussion groups, committee meetings and more.

**BLACK KNIGHT CARES:** Black Knight's corporate-giving program that allows employees to connect to the community causes they care about most.

**WINGS:** Black Knight's Women's Internal Networking Group (WINGs) is an open forum for female employees to help accelerate the leadership and success of women across the enterprise. We seek to share best practices and provide opportunities for members to build their careers, meet company subject-matter experts, earn the support of other women, and contribute to the next generation of female leaders.

## RECOGNITION

**CHAMPION AWARD:** Employees who demonstrate valued contributions to product excellence, innovation and integrity, and support the company's overall growth can win this monthly award. Prizes include stock, spot bonus, trophy and more.

**SALUTE A KNIGHT:** Allows employees to give kudos to their colleagues for assistance on difficult projects, great communication and leadership, contagious positivity and more.

**SERVICE RECOGNITION:** Recognizes employees for their contribution, commitment and service to the company. Employees eligible for awards are those celebrating anniversaries for 5, 10, 15, 20, 25, 30, 35, or 40+ years of service.

## MORE INFORMATION

Still curious about life as a Black Knight employee? Check out our **LinkedIn Life** page. If you have additional questions about our benefits, contact **[BlackKnight.Human.Resources@bkfs.com](mailto:BlackKnight.Human.Resources@bkfs.com)**.



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