



BENEFITS

BENEFITS FOR FULL-TIME EMPLOYEES

MEDICAL INSURANCE

Traditional and High Deductible Health Insurance. Company pays 85% of the employee's health insurance premium.

DENTAL & VISION INSURANCE

Employee paid benefit.

FLEX REIMBURSEMENT ACCOUNT & HEALTH SAVINGS ACCOUNT

Employee paid benefit.

BASIC LIFE AD&D INSURANCE

Company pays 100%.

SUPPLEMENTAL VOLUNTARY LIFE FOR EMPLOYEES, SPOUSES, AND CHILDREN

Employee paid benefit.

LONG-TERM DISABILITY

Company pays 100%

SHORT-TERM DISABILITY

Employee paid benefit.

CELL PHONE REIMBURSEMENT

Applies to employees who utilize cell phones for business purposes.

TUITION REIMBURSEMENT

Up to \$2,500 annually after one year of employment with supervisor approval.

PAID TIME OFF

PTO hours accrued each bi-weekly pay period.

EXTENDED ILLNESS BENEFIT (EIB)

EIB hours accrued each bi-weekly pay period.

BENEFITS FOR ALL EMPLOYEES

403(B)

No waiting period to enroll. Company match to be determined annually.

EMPLOYEE ASSISTANCE PROGRAM

Company pays 100% and employees can use this benefit immediately upon hire.

MILEAGE REIMBURSEMENT

Applies to employees who utilize their personal vehicles for business purposes.

EMPLOYEE DISCOUNTS

Discounts offered by select automotive and cellphone companies.

MCKENDREE UNIVERSITY TUITION DISCOUNT

Employees will receive a 10% discount from the standard tuition per credit hour rates published by McKendree University.

WELLNESS INITIATIVE REIMBURSEMENT

Receive \$100 annually for proof of wellness initiatives such as gym memberships, weight loss programs, and 5k run/walks.

