

2021 Benefits Summary - Full Time Staff

Benefit	Eligibility	Highlights
Medical Insurance	First day of month following employment	Choice of three plans: Copayment Plan, Coinsurance Plan, and High Deductible Health Plan with Health Savings Account.
Dental Insurance	First day of month following employment	100% Coverage for 2 cleanings, 80% Coverage Basic Benefits, 50% Coverage Major Benefits
Vision Insurance	First day of month following employment	In network: \$20 exam copayment, \$150 frame allowance each year, \$130 contact lens allowance
Company-Paid Life Insurance	First day of month following employment	Coverage of 5x earnings, up to \$250,000
Company-Paid Dependent Life Insurance	First day of month following employment	\$10,000 coverage for spouse and each child through age 24
Supplemental Life Insurance	Upon application or approval if required	Up to \$500,000 for employee, \$250,000 for spouse, and \$10,000. \$100,000 guaranteed for employee, \$50,00 for spouse, and \$10,000 for child.
Group Accidental Death & Dismemberment	Immediate	\$200,000 coverage
Business Travel Accident Insurance	Immediate	For staff traveling on IMB business: \$100,000 evacuation, \$25,000 family coordination and \$2,500 personal property (international only)
Holidays	Immediate	New Years Day, Martin Luther King Jr. Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving and Friday after Thanksgiving, Christmas Eve through December 31.
Paid Time Off	Immediate	21 days first year of service (earned incrementally)
Short Term Disability	First day of month following employment	After 7 consecutive days of personal injury or illness: 60% of base salary coverage, 180 days maximum
Long Term Disability	First day of month following employment	After 180 days of personal injury or illness: 60% of base salary coverage, 2 years own occupation maximum, to normal Social Security retirement age maximum of any occupation
403(b) Retirement Plan	Immediate	IMB contributes equivalent of 5% of salary to a retirement account, IMB matches employee contributions up to an additional 3%, Fully vested after 3 years
Flexible Spending Accounts (FSA)	First day of month following employment	Pre-tax contributions to healthcare or dependent day care account
Health Savings Account Contributions	First day of month following employment if enrolled in the High Deductible Health Plan	\$500/year for self-only coverage; \$1,000 for coverage with dependents per year. Pro-rated for enrollment after January 1 each year.