

Benefits

for Full Time Regular and Contract Employees

Traditional and Work Life Benefits for You and Your Family



Health Insurance

Medical Benefits

- Coverage begins on the first day of the month following date of hire
- Choice of 3 plans:
 - Copayment
 - Coinsurance
 - High Deductible Health Plan with Health Savings Account
- Health Advocate – personalized support for every type of medical condition

Dental Benefits

- Coverage begins on the first day of the month following date of hire
- 100% coverage for 2 cleanings per year
- Up to 80% coverage for Basic Services
- Up to 50% coverage for Major Benefits
- \$50 per person annual deductible, \$150 per family; \$2,000 calendar year maximum
- \$1,000 Lifetime Orthodontic Benefit. Includes adults

Vision Benefits

- Coverage begins on the first day of the month following date of hire
- In network: \$20 exam co-pay
- \$150 annual frame allowance, \$130 annual contact lens allowance
- Discounts on additional services



HSA, FSA & EAP

Health Savings Accounts (HSA)

- Eligibility begins first day of the month following employment, if enrolled in the High Deductible Health Plan
- Annual Employer Contribution:
 - \$500/year for self-only coverage
 - \$1,000 for coverage with dependents
- Prorated for partial year enrollment

Flexible Spending Accounts (FSA)

- Coverage begins first day of the month following your date of hire
- Three types:
 - Medical
 - Special Purpose for those with an HSA
 - Dependent Care
- Reimbursements made by debit card, direct deposit, or check

Employee Assistance Program

- Available to employees and all members of their household
- Confidential services to help with work-life balance issues, e.g., child or elder care, financial or legal issues, wellness, traumatic events
- Most programs are delivered at no cost to employees and may be delivered via phone, video-based, online chat, email, or face-to-face



Paid Holidays and PTO

Paid Holidays

- 10 Regular Holidays throughout the year plus days between Christmas and New Years
- New Years Day, Martin Luther King Jr. Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving and day after, Christmas Eve, and Christmas through New Years' Eve

Paid Time Off (PTO)

- 21 days first year of service (earned incrementally)
- Accruals begin immediately

Short & Long-Term Disability

- STD: Salary continuation after 7 consecutive days of personal injury or illness, plan pays 60% of base salary for up to 180 days
- LTD: After 180 days of STD, plan pays 60% of base salary to normal social security retirement age (some limitations apply)
- Eligibility begins the first day of the month following your date of hire



Financial Benefits

Retirement Plan

- 403(b) Plan
- Employer contribution of 5% of salary plus employer match contribution up to an additional 3%
- Fully vested after 3 years
- Participation begins immediately

Basic Life Insurance

- Coverage of 5x earnings, up to \$250,000 maximum
- \$10,000 employer paid coverage for spouse and each child through age 24
- Coverage begins on the first day of the month following date of hire

Supplemental Life

- Up to \$500,000 for employees, \$250,000 for spouse, and \$10,000 for children
- Guaranteed Issue: \$100,000 for employees, \$50,000 for spouses, and \$10,000 for children
- Coverage for guaranteed amounts begin upon enrollment, higher amounts are effective after receiving underwriting approval



Business Travel Accident Insurance: When you travel on IMB business, you receive \$100,000 for evacuation, \$25,000 family coordination, and \$2,500 personal property (international only). Coverage begins immediately.



Other Great Benefits

Group Accidental Death Insurance

- \$200,000 coverage
- Coverage begins immediately

Volunteer Mission Trips

- Available to regular full- and part-time employees and full-time contract employees
- Accrue \$300 and 2 days of Administrative Leave for each year of completed service up to \$1,500 and 10 days
- Use this benefit for IMB-sponsored short-term mission trips abroad

And More!

- Employee Discount Program, Credit Union Membership
- Adoption Benefits
- Tuition Discounts at Regent University, and other professional development opportunities

