

ISL Benefits Plans – Regular Full-time Employees

Effective 1st of Month following Date of Hire

Health Insurance – Humana; Four plans offered for employees, child(ren), spouse and families.

Vision/Dental Insurance – Humana; employee, child(ren), spouse and families.

Paid Time Off – seven days annually; rollover up to one time (1)

School Breaks – Fall, Winter, Mardi-Gras, and Spring including Federal Holidays

401(K) Retirement Plan – automatic enrollment

Short- and Long-Term Disability

Group Life Insurance & ADD

Health Savings Account – must be enrolled in the High Deductible Health Plan

Flexible Spending Account (Childcare and/or Medical)

Maternity/Paternity Leave – Up to 12 weeks of paid leave

Tuition Reimbursement – eligible after one (1) year of employment at ISL, \$1,200 annually

Workers Compensation

Unemployment Insurance

Employer Paid Benefits

- Health Insurance – pays \$450.00 per month towards employee monthly premium
- Health Savings Account (HSA) – contributes \$100 per month
- Maternity / Paternity Leave – up to 12 weeks following birth or adoption of child
- 401(K) Plan – contributes 6% of annual salary effective 1st of month following date of hire.
- Disability – paid short- and long-term disability
- Group Life Insurance & ADD – Up to two (2) times annual salary, maximum of \$200,000
- Workers Compensation
- Unemployment Insurance