



2024 Benefits Summary for Part-Time Employees



SupportLinc EAP Your Employee Assistance Program (EAP) through SupportLinc, is a set of services that can support you through personal and professional challenges with resources, information, and counseling. Everything is confidential—what you talk about won't be shared with your employer—and free.



401(k) Retirement Plan You'll be eligible to participate in the Principal 401(k) Plan the 1st of the month after completing 60 days of service. You'll be automatically enrolled at a 3% contribution rate unless you opt-out. IL matches 50% of your contribution, up to 6% of compensation you defer...that's a 50% profit! The company match vests over 2 years of service.



Paid Sick Leave (PSL) Part-time employees earn 1 hour of PSL for every 30 hours worked. You may accrue and use up to 40 hours of PSL for the reasons listed in the Employee Handbook per calendar year (unless a greater amount is required by state or local law).



Employee Referral Bonus When an individual you refer is hired and employed with us at least 90 days, you're eligible for a \$1,000 bonus per hired referral using the "Refer A Friend" feature in Jobvite. The bonus is taxed.



Social Media Referral Shout out IL job openings in your social media and receive \$250 for any candidate that's hired after applying through your social media share.



InspireU We support your professional development with a wide variety of in-house courses and certification programs through our internal university, InspireU.