Imagine Learning
2024 Benefits Summary

At Imagine Learning, health benefits are all about choice. Our health & welfare benefits program provides both choice and value to meet the needs of our diverse workforce. Domestic partners are eligible.

Benefit Offerings:

- 6 Health Plans (include Telemedicine)
- SupportLinc EAP
- Health Savings Account (HSA)
- Flexible Spending Account (FSA)
- 3 Dental Plans
- 2 Vision Plans
- Accident Insurance
- Hospital Insurance
- Critical Illness Insurance
- Pre-paid Legal Plan
- Identity Theft Protection
- Short-Term Disability Insurance
- Long-Term Disability Insurance
- Life & AD&D Insurance
- 401(k) Retirement Plan

Additional great benefits!

- Paid Time Off
- Paid Holidays
- Volunteer Time Off
- Education Assistance | $5250 per year
- Employee Referral Bonus | $1,000 per referral
- Employee Social Media Bonus | $250 per hired referral
- Flexible Work Schedule
- Maternity/Fertility Benefit
- Paid Bonding Leave
- InspireU (In House Professional Development)

Imagine Learning contributes towards these benefits:

- Medical & Dental (Cigna)
- HSA (HealthEquity)
- Vision (EyeMed)
- Accident/Critical Illness/Hospital (Lincoln Financial Group)
- Identity Theft Protection (Allstate)
- 401(k) Plan (Principal)
- IL matches 50% of your contribution up to 6% of compensation you defer (your 401k savings). You automatically make a 50% profit on your contribution. The company match vests over 2 years.
- Education Assistance ($5,250 per year)

100% Paid by IL

- Short-Term Disability Insurance
- Long-Term Disability Insurance
- Employee Life Insurance

Paid Time Off

Years of Service Based on Hire Date	Bi-Weekly Accrual	Maximum Calendar Year	
		Days	Hours
Hire through Year 2	4.62 hours	15	120
Year 3 through 5	6.15 hours	20	160
Year 6+	7.69 hours	25	200

Paid Holidays

- Martin Luther King Jr. Day
- Presidents' Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Day after Thanksgiving
- Year-End Closure (Christmas Eve through New Years Day)
- Two Floating Holidays

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