

Information on Employee Benefits and How to Access

- **Employee Referral Program:**
If an applicant lists a current employee as a referral on their application then the employee who made the referral will receive a one time \$100.00. They will receive this if the applicant is hired and after they work for ILS/CLI for 30 days.
- **Tuition Reimbursement Program:**
A \$250.00 per semester (maximum of two x per year) is available for employees attending an accredited College or University. Contact Elissa Douglas to learn more about this program or apply for tuition reimbursement. elissa@indliving.org
- **Discounted Conway Regional Fitness Center Membership:**
Contact Conway Regional Fitness Center who will then confirm employment with ILS/CLI. Here is the link for the rate information from Conway Regional Fitness Center <https://www.conwayregionalfhc.org/about/membership/membership-plans>
- **Central Baptist College PACE Program - 50% Tuition Discount:**
Contact Central Baptist College and they will confirm your employment with ILS/CLI to enroll you in this discounted program. Here is the link for Central Baptist College. <https://www.conwayregionalfhc.org/about/membership/membership-plans>
- **Membership to TruService Credit Union:**
Contact TruService Credit Union directly to become a member. The link to their website is: <https://www.truservice.net/become-a-member> Individuals who are members If the employee signs up at TruService they will need to come by and fill out a direct deposit form once they are set up if they want some or all of their check to go direct deposit to the new account.
- **Annual Employee Appreciation Picnic:**
Information sent out when event is planned
- **Employee Birthday Recognition:**
Sent automatically to employees
- **Employee and their Children High School and College Graduation Recognition:**
If you have a child graduating from high school or you or child is graduating from an accredited college contact your supervisor or Human Resources. They will be featured on our Facebook page and receive a gift from ILS/CLI
- **Employment qualifies for Public Loan Forgiveness Program:**
Go to this website to learn more <https://studentaid.gov/manage-loans/forgiveness-cancellation/public-service>

- **Health, Dental, and Life Insurance:**
Available for employees who work 30 hours a week or more. Costs vary based on hours worked and plans selected. Offered automatically to employees who qualify.
- **Full Time Employees - Retirement Plan:**
Offered automatically to employees who qualify.
- **Full Time Employees - No Cost Life Insurance:**
Offered automatically to employees who qualify.

Vacation – 10 days a year and begin accruing immediately.

During the first year of employment, exempt employees eligible for this benefit will accrue ten days of earned leave time the first year. After 10 years, all eligible employees can earn an additional day for every year of work up to a maximum accrual of 25 days.

Sick Time – 12 Days Begins accruing immediately

Holiday – 14 Days per year