

Imagine Learning 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)
- Medical Concierge
- SupportLinc EAP
- Health Savings Account (HSA)
- Flexible Spending Accounts (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
- Fertility Benefit
- Paid Bonding Leave
- InspireU (In House Professional Development)

Imagine Learning contributes towards these benefits:

- Medical (BCBS)
- HSA (HealthEquity)
- Dental (Delta Dental)
- Vision (EyeMed)
- Accident/Critical Illness/Hospital (UNUM)
- 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
- Employee Assistance Program

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)

These benefits offerings are in effect as of 2026 and are for eligible regular full-time employees. This summary is not all inclusive nor is it intended to create any legally enforceable obligations on the part of Imagine Learning. Benefits are subject to change, with or without notice.