

Full Benefits Summary

Iowa Student Loan strives to maintain a competitive benefit package for the welfare of its employees.

Medical, Dental and Vision Plans

Medical, dental, and vision plans are available to employees on the first of the month following the date of hire.

Medical – PPO

Monthly Employee Contribution – Traditional Plan	
Employee	\$74.94
Employee/Spouse	\$318.14
Employee/Child(ren)	\$294.86
Family	\$436.06

Medical – PPO

Monthly Employee Contribution – Buy-Up Plan	
Employee	\$157.08
Employee/Spouse	\$486.36
Employee/Child(ren)	\$450.35
Family	\$688.15

Medical – HMO

Monthly Employee Contribution	
Employee	\$28.00
Employee/Spouse	\$222.00
Employee/Child(ren)	\$206.00
Family	\$292.00

Dental

Monthly Employee Contribution	
Employee	\$1.00
Employee/Spouse	\$18.52
Employee/Child(ren)	\$20.84
Family	\$27.02

Vision

Monthly Employee Contribution	
Employee	\$1.00
Employee/Spouse	\$6.53
Employee/Child(ren)	\$6.76
Family	\$11.27

Life Insurance

Full-time employees receive benefit coverage equal to two times their base salary to a \$500,000 maximum benefit. Dependent coverage is also provided. This coverage is 100 percent paid for by Iowa Student Loan.

Full-time employees may purchase additional coverage for themselves, their spouses and their dependents. See the enrollment form for details on voluntary supplemental coverage.

Accidental Death and Dismemberment

Full-time employees receive benefit coverage equal to two times their base salary to a \$500,000 maximum benefit. Accidental death is paid at 100% of benefit coverage and dismemberment is paid at lesser percentages. This coverage is 100 percent paid for by Iowa Student Loan.

Long-Term Disability

Long-term disability coverage is provided for full-time employees. Benefits equal 60 percent of basic monthly earnings, subject to reductions and a maximum monthly benefit of \$12,500 and a 180-day elimination period. This coverage is 100 percent paid for by Iowa Student Loan.

Short-Term Disability

Short-term disability coverage is available to each full-time employee after 90 days of employment. Benefits are paid as a percentage of salary based on years of service. This coverage is 100 percent paid for by Iowa Student Loan.

Pension Plan

Iowa Student Loan contributes a certain percentage of each employee's salary to the pension plan. The exact contribution percentage is determined annually by the board of directors. Currently, the contribution percentage is 6 percent but is subject to change based on board approval. A portion of the company contribution (based on annual earnings) is equal to 3 percent of those earnings and is known as a "safe harbor" contribution. Employees are immediately vested in the safe harbor contribution and are eligible to receive it after 90 days of employment. The remaining portion of the contribution is 3 percent, and eligibility is based on a six-year vesting schedule, a one-year waiting period and a minimum of 1,000 work hours.

401(k) Retirement Plan

Eligible employees may defer pretax wages up to the Internal Revenue Service maximum annually. Employee contributions are immediately 100 percent vested. There is a 90-day waiting period to be eligible.

Employer Match

Iowa Student Loan also provides a dollar-for-dollar matching contribution up to 3.5 percent maximum of an employee's salary. A one-year waiting period and 1,000 work hours are required to be eligible.

Vacation

Employees are credited with paid vacation hours on their anniversary date at the following rate:

Anniversary	Hours of Paid Vacation
First year	80 hours
1 year	80 hours
2 years	120 hours
3 years	128 hours
4 years	136 hours
5 — 9 years	176 hours
10+ years	216 hours

Employees may sell back up to 40 hours of vacation each year. Employees may carry over up to 40 hours of vacation each year.

Sick Leave

Full-time employees will accrue sick leave at the rate of 3.2 hours per pay period. Employees are not paid for sick time during their first 90 days of employment. Employees may accumulate a maximum of 30 days of sick leave.

Holidays

Iowa Student Loan is closed on 10 designated holidays:

- New Year's Day
- Martin Luther King Jr. Day
- Memorial Day
- Independence Day
- Labor Day
- Columbus Day
- Thanksgiving and Friday after Thanksgiving
- Christmas Eve and Christmas

Specific eligibility requirements apply.

Bereavement

Iowa Student Loan offers a tiered bereavement leave policy.

Family Member	Days of Paid Leave
Immediate	Five days
Extended	Three days
Other	One day

In the event of the death of a current Iowa Student Loan employee, other employees are allowed four hours of paid leave. Specific eligibility requirements apply.

Tuition Reimbursement

Employees with at least six months of service may apply for tuition reimbursement. Reimbursement may be up to 75 percent of tuition and books (certain requirements and limits may apply). A grade of "C" or higher is required for reimbursement along with written approval prior to enrollment.

Flexible Spending Program

Employees may contribute pretax dollars to a Health Flexible Spending Account (maximum of \$2,500 per year) and to a Dependent Care Account (maximum of \$5,000 annually) to cover eligible expenses.



Revised August 2017

Casual Dress Policy

The company offers a year-round casual dress policy.

Employee Assistance Program

Employees and their families are provided with free confidential counseling and referral services. Iowa Student Loan utilizes the Assistance Centre, a service of UnityPoint Health.

Wellness Program

In support of good health, Iowa Student Loan will reimburse up to \$25 per month for employees' dues in a health club, weight loss program or smoking cessation program.

Iowa Student Loan strives to maintain a competitive benefits package for the welfare of its employees. Additional clarification of benefits is available from the human resources department. You may send an email with your questions to HRDept@studentloan.org. Benefits listed may have individual eligibility requirements. Iowa Student Loan reserves the right to amend, terminate or change any or all of its benefits at any time without prior notice.