

Summary of Alliance Library System Benefits

- IMRF
 - Government Pension Plan
 - Mandatory 4.5% employee contribution
 - Includes disability insurance
 - Vested after 8 years

- VALIC
 - Deferred Compensation Plan

- Group Health Insurance
 - Several options
 - Company paid premium
 - No deductible

- Group Vision Insurance
 - Company paid premium

- Group Dental Insurance
 - Company paid premium

- Aflac options
 - Disability
 - Accident
 - Cancer
 - Hospitalization
 - Etc.

- Educational Benefits
 - Staff Development
 - Tuition Reimbursement

- Holidays
 - 13, plus any holidays proclaimed by the ALS Board of Directors, the state of Illinois and the US government

- Vacation
 - 10 days in the first year

- Personal Leave
 - 2 days/year

- Bereavement Leave
 - Up to 5 days for the death of an immediate family member

- Sick Leave
 - 1 sick day/month

- Breaks
 - 1 15-minute break in the morning
 - 1, 15-minute break in the afternoon