



RETIREMENT AND FINANCIAL BENEFITS

- TIAA/IPERS with employer contribution
- Option to enroll in 403b/457 plans
- Credit Tuition Waiver – employee & dependents



IHCC BENEFITS

- Medical
- Dental
- Vision
- Employer paid Life Insurance
- Employer paid Long-Term Disability & Short-Term Disability coverage
- Employee Assistance Plan (EAP)
- Flexible Spending Account
- Partnership with Buena Vista University, Upper Iowa University, Western Governors University
- Paid Holidays
- Paid personal and family sick leave starting day 1
- Standard 4-day work-week



BENEFITS/DISCOUNTS OUR EMPLOYEES RECIEVE

- Reimbursement to 1 continuing education class per term
- Free employee ticket to IHCC sporting events
- Use of facilities and fitness equipment at Hellyer Student Life Center and Tom Arnold Net Center
- Annual flu shots
- Discount annual blood screen
- Dunhams 10% Discount
- US Cellular – discount for personal plan
- Access to automotive technology program
- Qualified Employment for the Public Service Loan Forgiveness (PSLF)