

Benefits Summary

The Learning Tree, Inc.

Generous Leave Policy. Depending on the position, 24-40 annual leave days per year. These days can be used for sick leave, vacation, holidays, or personal days.

Excellent Health Insurance Available. TLT pays for more than 50% of the health care premiums for individual employees who wish to enroll. Coverage for family members is available as well with a TLT paying a percentage of the premiums. Coverage is provided through Blue Cross Blue Shield. A free \$20,000.00 Life Insurance policy for employees participating in the group health plan.

Access to AFLAC Supplemental Coverage. A variety of health-related coverages are available, automatically deducted pre-tax for many of them. Some of the plans offered include, Short-term Disability, Accident, etc.

Employer Matching Retirement Account. TLT will match employee contributions into our 403(b) professionally managed retirement plan, up to 4% of qualified earnings. Employees are fully vested after 6 years.

Discounted Cellular Phone Service. A discount for cellular phone service through Verizon is offered to employees.

Discounted College Tuition. TLT has partnerships with Troy University Montgomery and Purdue University Global allowing employees to receive discounted rates on educational services through their programs.

Pay for Professional Conference Attendance. TLT will pay for attendance at professional conferences attended by its employees (some restrictions apply and prior authorization is required).

Pay for Continuing Education Requirements. TLT will pay for continuing education requirements for employees who require CEUs to maintain credentials required for their employment (some restrictions apply and prior authorization is required).

Pay for Required Professional Licensure and Certifications. TLT will pay for professional licensure and certifications for employees whose jobs require such credentialing (some restrictions apply and prior authorization is required).

Relocation Reimbursement. TLT will assist new employees with relocation expenses upon acceptance of a job offer (limited availability).

Education Reimbursement. TLT will assist new employees with college education expenses upon acceptance of a job offer (limited availability).

Sign-on Bonus. TLT offers sign on bonuses for certain high demand positions (some restrictions apply and limited availability).