



Medical



Dental



Vision



Competitive
Salary



401k Match



Training



PTO



Paid Holidays



Volunteer Time

Benefits Summary

Full-time eligible team members start coverage on the first day of the first full month of employment. Some benefits are provided free of charge by the company, and others are optional and must be elected by the employee and are paid through payroll deduction. Many benefit premiums are deducted on a pre-tax basis.

Medical

Health insurance coverage is administered by Blue Cross Blue Shield Louisiana. 75% of team member benefit and 45% of dependent benefit is covered by company.

Dental

Dental insurance coverage is administered by MetLife. 100% of team member benefit only is covered by company.

Vision

Annual allowance for routine exam. Annual allowance toward purchase of glasses or contacts. 100% of team member benefit only is covered by company.

Paid Time-Off

Team members are eligible for Flexible Paid Time-Off after 60 days of employment. Each team member is afforded the flexibility to take planned vacations as needed. PTO is considered a gratuity, and is not accrued or paid out upon separation of employment.

Sick Leave

Team members earn 9 hours of sick leave per month for a maximum accrual of 432 hours.

Life Insurance/Accidental Death & Dismemberment (AD&D)

100% company paid benefit.
1.5x annual salary up to \$100,000 non-medical maximum/\$200,000 plan maximum.
Optional supplemental buy-up coverage.
Optional spouse and dependent coverage.
AD&D equal to life insurance core coverage.

Short-term Disability (STD)

100% company paid core benefit.

Long-term Disability (LTD)

100% company paid core benefit.

403(b) Retirement Plan

Team members may contribute 1% to 100% of gross salary on a pre-tax basis up to the annual IRS maximum.

403(b) Match

After one year, SOLA will match up to 1% of team member contributions. Additionally, SOLA will contribute an amount equal to 9% of the team member's salary to the plan. Employer contributions are vested 20% after two years of service, 60% vested after 3 years of service, 80% after 4 years of service, and 100% after 5 or more years of service.

LifeWorks

Complimentary services offered as an added benefit included grief counseling, confidential legal and financial consultation, easy-to-access resources, and funeral assistance services.

Optional Benefits

Team members have the opportunity to elect the following optional benefits:

- Supplemental Life Insurance (up to \$500,000 additional coverage, with the first \$50,000 guaranteed issue)
- Supplemental Life Insurance for spouse (up to \$25,000) or child(ren) under age 26 (up to \$10,000) non-medical maximum
- Supplemental AD&D for team member, spouse and child(ren)
- Accident Coverage Protection Plan offered by Colonial Life
- Cancer Coverage offered by Colonial Life
- Critical Illness Coverage offered by Colonial Life

All rates quoted should be accurate, but note that actual rates reflected during your enrollment process will be considered final.