

# ICL Lawrence

## A Great Place to Work!

Our people are our greatest assets. We are committed to recruiting and retaining versatile, highly motivated individuals who contribute to our shared success. We have a team-oriented culture that encourages creativity, decision-making and entrepreneurial spirit.

LOOK ON THE  
BACK FOR  
INFORMATION  
ON OUR  
AMAZING  
BENEFITS!

### Plant Operator (multiple openings)

- Operating machinery, recording data, troubleshooting the process, driving a fork truck, moving material
- Starting pay \$21.05/hour plus shift premiums
- Once qualified, pay ranges from \$27.00 - \$30.84/hour, depending on the position. Also includes an annual 5% wage progression for years 2, 3, and 4. This wage progression is on top of the negotiated yearly increases.

Meet the Plant Manager,  
Jason Miller

Apply Now!



Learn More: [icl-lawrence.com](http://icl-lawrence.com)

[careers.icl-group.com](http://careers.icl-group.com)



# ICL

## WHY WORK AT ICL LAWRENCE?



### Benefit Offerings

- ✓ Choose from a Medical PPO or High Deductible Health Plan (HDHP) with **Cigna**
  - PPO - ICL pays 80% while you pay 20%
  - HDHP - ICL pays 89% while you pay 11%
- ✓ Prescription Program that provides a 90-day supply of generic maintenance medications at NO COST to you through a vendor called **Rx 'n Go**
- ✓ Dental insurance through **Delta Dental**, one of the nation's largest network of dentists (we even provide adult orthodontia benefits!)
- ✓ Vision insurance through **EyeMed** to help you "see" how great working at ICL - Lawrence really is
- ✓ Employee Assistance Program (EAP) for you AND your household members for help with anything from stress, anxiety, grief, depression, to legal or financial issues

Wellness  
Discounts  
up to  
**\$1,200/year**

### Health Savings Account Options

- ✓ **Health Savings Accounts (HSA)** - eligible if you are enrolled in the HDHP. You, along with ICL, can contribute money to your HSA. Funds rollover from year to year!
- ✓ **Flexible Spending Accounts (FSA)** - allows you to contribute tax-free through a payroll deduction to an account, which is then used to reimburse you for qualified medical or dependent care expenses

### 401(k)

- ✓ Eligible immediately upon hire. ICL contributes 3% of your eligible earnings regardless of your participation
- ✓ ICL will also match 80% of the first 5% you contribute, which is a max 4% matching contribution
- ✓ 100% vested after ONE year of service

The ICL Lawrence site also offers a FREE on-site gym for its employees and a "convenience store" stocked with breakfast and lunch options!