



SUMMARY OF BENEFITS

BENEFIT	DESCRIPTION OF BENEFIT
Medical Plans	<ul style="list-style-type: none"> >> Company pays a significant portion of employee's premium contributions. >> Coverage begins on the 1st day of the month, following an employee's hire date. >> Optional dependent coverage is available for spouse, family, and domestic partner.
Dental Plan	<ul style="list-style-type: none"> >> Company pays a significant portion of employee's premium contributions. >> Provides coverage for preventive, basic and major dental expenses. >> Plan allows participants to select their own dental provider.
Vision Plan	<ul style="list-style-type: none"> >> Company pays a significant portion of employee's premium contributions. >> Plan provides coverage for exams and \$175.00 towards vision wear.
Flexible Spending Plan	<ul style="list-style-type: none"> >> Plan allows employees to use pre-tax dollars to buy dependent care and medical, dental, vision or other IRS eligible health services.
401(k) Plan with Company Match	<ul style="list-style-type: none"> >> Employees may contribute tax deferred funds via the 401(k) retirement plan. >> Company matches a portion of the Employee's contribution. >> Eligibility for participation begins the first day of the quarter, following an employee's hire date.
PTO	<ul style="list-style-type: none"> >> A self-managed program of personal time off (PTO) that combines traditional holidays, vacation, and sick time into one balance. >> Accruals begin immediately upon date of hire. >> Accrued bi-weekly at a rate based on length of service.
Holidays	<ul style="list-style-type: none"> >> Company recognizes eight paid holidays each year. >> Regular, full time employees are also eligible for two additional floating holidays each year.



RESPONSIVE. RELIABLE. LOCAL.

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Short- and Long-Term Disability Plans	>> Plans provide partial replacement of lost salary during qualified periods of disability.
Life & Accident Insurance	>> Regular, full-time employees are eligible for company-paid group life and accidental death and dismemberment (AD&D) insurance. >> Additional voluntary life insurance may also be purchased for employee and family members.
Employee Assistance Program (EAP)	>> Provides employees and their dependents confidential counseling services.
Employee Referral Bonus	>> Employees are eligible for a total of a \$1,000 bonus if they refer a person who is ultimately hired, subject to program guidelines.
Career Development	>> Up to \$3,000 per calendar year for approved classes taken at accredited institutions. >> Company offers courses and seminars for professional and career development.
 SERVICE STAR	>> Recognizes the outstanding service of our employees to the organization or its customers. >> Winners are awarded on a monthly basis. >> One annual winner is chosen as a Service Star of the Year and awarded an all expenses paid trip for two.
Service Tenure Program	>> Employees are recognized for their length of service with the Company through an awards program.
Incentive Compensation	>> The Company provides additional compensation through our bonus and commission programs.
	>> As part of Integra's corporate giving program, Community Matters, employees may use eight Community Matters Volunteer hours per year. This paid time employee volunteer program is available for qualifying events including assisting at your child's school.

Please see your HR business partner with questions.
INTEGRA IS AN EQUAL OPPORTUNITY EMPLOYER.