

## Paid Time Off and Retirement Benefits

<p><b>Paid Personal Leave (PPL)</b> Full time employees only</p>	Can be used for vacation, holidays, sick and personal needs. Amount earned is based on years of service. A full-time employee working 40 hours per week can earn between 22 and 34 days of PPL per year depending on years of service.
<p><b>Extended Illness Accrual Bank (EIAB)</b> Full time employees only</p>	Used for extended illness or hospitalization. Builds about 40 hours per year.
<p><b>Retirement Savings Plan (RSP)</b> All employees</p>	You can elect to save up to 100% of your pay up to the IRS limits on a tax deferred or Roth (after tax) basis.
<p><b>Matching Contributions (RSP)</b> All employees</p>	INTEGRIS will make 50% matching contributions on your first 5% that you contribute.
<p><b>INTEGRIS Annual Contribution (RSP)</b> All employees</p>	INTEGRIS will make an annual contribution to your RSP account each year that you work more than 1,000 hours and are employed on December 31st of that calendar year. You will receive between 3% - 6% of your pay, depending on your years of service.



## Unique Benefits

<p><b>Tuition Reimbursement Program</b></p>	Provides up to \$2500/year for full-time employees and up to \$1000/year for regular part-time employees depending on years of service
<p><b>Adoption Assistance Program</b></p>	Reimbursement of 50% of the cost for adopting up to two children, with a maximum payment of \$2,500 for each adoption.
<p><b>Employee Assistance Program (EAP)</b></p>	Licensed counselors provide free, confidential counseling and referral services for all INTEGRIS employees and their dependents who live at home. Help is available 24 hours a day.
<p><b>Children's Place and Fun and Fit (Baptist and Southwest only)</b></p>	Child care services for children ages 6 weeks through kindergarten. Fun & Fit, a before-and-after school program and full-time summer program, is offered for elementary school age children.
<p><b>Special Pay Programs and Bonus</b></p>	In addition to regular salary, INTEGRIS pays extra compensation, starting on your date of hire, if you are an eligible employee and you:
<p><b>Shift Differential</b></p>	Work evening or night shifts
<p><b>Premium Pay</b></p>	Work on specific holidays or weekends
<p><b>Call Pay</b></p>	Are on-call and available to return to work if necessary
<p><b>Patient Satisfaction Bonus</b></p>	Meet or exceed established quarterly patient satisfaction goals. Incentives are paid annually.
<p><b>Employee Discounts</b></p>	You receive discounts when you purchase items at INTEGRIS:
<p><b>Cafeteria</b></p>	10%-30% discount on all meals in cafeterias
<p><b>Gift Shop</b></p>	10% discount on most purchases
<p><b>Pharmacy</b></p>	10% discount on eligible purchases.



## BENEFITS at a glance

A quick guide to the INTEGRIS benefits



## Health Related Benefits

<b>Medical Plan</b>	Deductible	\$1500 Individual / \$4500 family \$1200 individual / \$2600 family \$ 900 individual / \$2700 family
	Network (by location)	Metro/Enid INTEGRIS Health Partners Network Miami/Grove and caregivers outside of IHP service area: Healthcare Highways Logix Network Out of state Dependents (Metro/Enid only) Healthcare Highways Logix/PHCS
	Copay	\$25 PCP/Urgent Care/Mental Health office visit \$40 Specialist
	Coinsurance	Inpatient services covered at 90% after deductible at INTEGRIS facilities Ancillary services covered at 80% after deductible
	Prescription Drug	\$100 deductible/\$10 generic copay/20% formulary (at INTEGRIS Pharmacies)
	<b>All preventive care is covered at 100% in network. \$3000 out-of-pocket max when using INTEGRIS network providers.</b>	
<b>Employee Wellness Program</b>		All employees and spouses are eligible to participate in the Employee Wellness Program. Cash incentive paid in December.
<b>Dental Plan</b>	Comprehensive Option	\$50 lifetime deductible; \$2000 annual max benefit; Covers Preventive, Basic and Major services Orthodontia (\$2500 lifetime max per individual)
	Limited Option	No deductible; \$500 annual max benefit; Covers Preventive and Basic services *Employee Only provided by INTEGRIS for full-time employees at no cost
<b>Vision Plan</b>	<b>Offered through VSP Choice Plan</b>	This optional plan pays a benefit for one routine eye exam and eyeglasses or contacts once every 12 months. If you see a provider who is part of the plan's network, you receive a greater benefit.. \$200 allowance toward frames or \$170 allowance for contacts.
<b>Voluntary Benefits</b>		Voluntary benefits supplement your INTEGRIS core benefits and are portable if you leave INTEGRIS. INTEGRIS offers the following options: Hospital Indemnity, Accidental Injury, Critical Illness, Whole Life, Identity Theft Protection
<b>On-site Fitness Centers and Discounts</b>		INTEGRIS has several facilities that have On-site Fitness Centers to encourage our employees to be more active. You are also eligible for discounts at fitness centers state wide by being an INTEGRIS employee.

This is a summary of the plans INTEGRIS offers. The actual benefits that employees receive are described in official plan documents, contracts and policies. If these descriptions conflict with those documents, the official documents will always govern. INTEGRIS reserves the right to change or discontinue its plans at any time.

## Income Protection and Reimbursement Accounts

<b>Employee Life and Personal Accident Insurance</b>	INTEGRIS provides full-time employees with life and personal accident coverage at one times annual base pay. Full-time employees can buy additional coverage of up to 6 times their annual base pay. Regular part-time employees can choose up to 6 times annual base pay for the life or personal accident coverage.
<b>Dependent Life and Personal Accident Insurance</b>	For your spouse, you can choose coverage up to \$250,000. For children, you can choose coverage up to \$10,000.
<b>Short-Term Disability (Full-time employees only)</b>	Coverage provides for 60% of your pay for a period of time if you are ill or injured and can't work.
<b>Long Term Disability (Full-time employees only)</b>	Provides a monthly income if you become totally disabled, as defined by the plan, due to sickness or injury. You can choose a benefit equal to 40% or 60% of monthly base pay. INTEGRIS provides full-time employees with the 40% benefit.
<b>Health Care and Dependent Care Reimbursement Accounts</b>	These accounts allow you to pay for eligible health care and/or dependent day care expenses on a tax free basis. Up to \$2650 (HCRA)/\$5000 (DCRA)

### Benefit Eligibility:

Generally, full-time and regular part-time employees can become covered on the first of the month after date of hire. Exceptions to this eligibility are noted for Paid Time Off, Retirement Benefits, Education Assistance, Adoption Assistance, Special Pay Programs, and Employee Discounts.

Employees that work an average of 30 hours in first 12 months of employment and/or during the global period between October 3rd to October 2nd the following year.