

Paid Time Off and Retirement Benefits	
Paid Personal Leave (PPL) Full time employees only	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.
Extended Illness Accrual Bank (EIAB) Full time employees only	Used for extended illness or hospitalization. Builds about 40 hours per year.
Retirement Savings Plan (RSP) All employees	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.
Matching Contributions (RSP) All employees	INTEGRIS will make 50% matching contributions on your first 5% that you contribute.
INTEGRIS Annual Contribution (RSP) All employees	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.

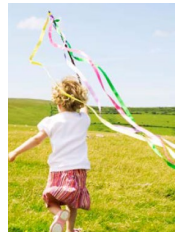


Unique Benefits	
Tuition Reimbursement Program	Provides up to \$2500/year for full-time employees and up to \$1000/year for regular part-time employees depending on years of service
Adoption Assistance Program	Reimbursement of 50% of the cost for adopting up to two children, with a maximum payment of \$2,500 for each adoption.
Employee Assistance Program (EAP)	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.
Children's Place and Fun and Fit (Baptist and Southwest only)	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.
Special Pay Programs and Bonus	In addition to regular salary, INTEGRIS pays extra compensation, starting on your date of hire, if you are an eligible employee and you:
Shift Differential	Work evening or night shifts
Premium Pay	Work on specific holidays or weekends
Call Pay	Are on-call and available to return to work if necessary
Patient Satisfaction Bonus	Meet or exceed established quarterly patient satisfaction goals. Incentives are paid annually.
Employee Discounts	You receive discounts when you purchase items at INTEGRIS:
Cafeteria	10%-30% discount on all meals in cafeterias
Gift Shop	10% discount on most purchases
Pharmacy	10% discount on eligible purchases.

INTEGRIS

BENEFITS at a Glance

A quick guide to the INTEGRIS benefits



Health Programs

Medical Plan	The Custom Care Plan is a unique offering that provides a Basic Level plan and then allows you to customize your annual deductible, network access, physician office/emergency room copays and prescription drug benefits.	
	Base Level Plan Includes:	
	Deductible	\$1250 individual / \$3750 family
	Network (by location)	Metro: INTEGRIS Health Partners Network / Regional: Healthcare Highways Logix Network
	Coinsurance	Physician visits covered at 80% and Inpatient services covered at 90% after deductible
	Prescription Drug	\$100 deductible/\$10 generic copay/20% formulary (at INTEGRIS Pharmacies)
All preventive care is covered at 100% in network. \$3000 out-of-pocket max when using your Base Network.		
Buy-up Options	Customize your medical plan to meet your needs and budget. Each option does increase your per pay period cost.	
	Buy-up Option	What you get?
	\$900 Deductible	\$900 individual/\$2700 family
	\$500 Deductible	\$500 individual/\$1500 family
	Office Visit and ER Copay	\$25 PCP/\$40 Specialist/ \$150 ER
Prescription Drug	\$50 deductible/\$5 generic copay/ 10% formulary (at INTEGRIS pharmacies)	
Employee Wellness Program	All employees and spouses are eligible to participate in the Employee Wellness Program. Additionally, employees and their covered spouses can earn a Premium Discount on the medical plan premiums (\$15/person each pay period).	
Dental Plan	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
Vision Plan	Offered through VSP Choice Plan	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.
On-site Fitness Centers and Discounts	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 plan 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

Employee Life and Personal Accident Insurance	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.
Dependent Life and Personal Accident Insurance	For your spouse, you can choose coverage up to \$250,000. For children, you can choose coverage up to \$10,000.
Short-Term Disability (Full-time employees only)	Coverage provides for 60% of your pay for a period of time if you are ill or injured and can't work.
Long Term Disability (Full-time employees only)	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.
Health Care and Dependent Care Reimbursement Accounts	These accounts allow you to pay for eligible health care and/or dependent day care expenses on a tax free basis. Up to \$2550 (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.