



2019 ITIC Corporation Benefits Summary

Paid Time Off

- 10 paid holidays (6 core, 4 floating)
- 4.0 weeks vacation/sick leave for years 0-5 (accrued)
- 5.0 weeks vacation/sick leave for years 6-10 (accrued)
- 6.0 weeks vacation/sick leave 10 years plus (accrued)

Health Insurance

- United Healthcare Choice Plus HRA POS Gold Plan
- Premium and Deductible paid in full by ITIC for the employee and their dependents

Dental Insurance

- Preferred Dental
- Premium paid in full by ITIC for the employee and their dependents

Vision Care Insurance

- BlueVision Plus
- Premium paid in full by ITIC for the employee and their dependents

Company 401(k) Matching Retirement Plan

- Deductions through Paychex Payroll
- Eligible after 30 days of employment
- 100% company match up to 4% for the 401(k) plan
- Vesting schedule:
 - 100% all the time

ITIC Discretionary Corporate Retirement Plan

- Discretionary Employer Payout *up to 6%* of employee's salary per year
- Eligible after 1 year
- Paid out in cash semi-annually
See Plan Terms and Conditions for complete eligibility requirements and plan details

Short Term Disability

- Provider: Mutual of Omaha
- Premium paid in full by ITIC
- Benefit duration: 13 weeks
- 60% of basic weekly pay not to exceed \$750
- Waiting period: 0 days for accidents, 7 days for sickness

Long-Term Disability

- Provider: Mutual of Omaha
- Premium paid in full by ITIC
- Waiting period: 90 days
- Benefit duration: To age 65
- 60% of basic monthly pay not to exceed \$6,000

Life Insurance

- Provider: Mutual of Omaha
- Premium paid in full by ITIC
- Amount: 1x Salary up to \$200K

FSA

- Deductions through Paychex Payroll
- Unreimbursed Medical/Dental and Dependent Care Options

ITIC Training

- Eligible after 6 months
- College courses or classroom led training. Must be relative to career field
- Amount \$3,000.00 per anniversary.

All benefits are subject to change