



ITIC Benefits Summary

- 11 paid holidays (6 core, 5 floating)
- 6 weeks of paid time off (PTO)
- Health, Dental, Vision, LTD, STD and Life Insurance – 100% paid
- Company 401(k) Matching Retirement Plan - 100% company match up to 4%
- Discretionary Corporate Retirement Plan – Discretionary payout up to 6% per year
- Employee Referral Bonuses up to \$20K
- Employee Training and Education
- Flex Spending Account
- Tech Refresh Allowance