



INTEGRAL ENGINEERING SOLUTIONS SUMMARY OF EMPLOYEE BENEFITS

IES recognizes that the key to achieving excellence in engineering is more than performance in the workplace. A healthy work/life balance for employees is crucial to a company's success. IES offers competitive pay and benefits programs designed to attract and retain people who share these values.

IES provides a comprehensive package of benefits that meet employees' financial security needs. The programs described are designed to promote and maintain good health, to provide for retirement, to help meet the cost of illness and accident, and to help provide financial security for employees and beneficiaries.

IES gives employees compensated time away from work for military leave, bereavement, and jury duty to allow employees to focus on country, family and civil duties that may arise during your time with IES. Flexible PTO and non PTO packages are available.

IES generously pays the costs to maintain your health care programs, disability and life insurance, substantial retirement matching programs and annual profit sharing, just to start. Throw in ample training reimbursement budgets and some fun swag, it isn't hard to see why IES employees are the most committed in the industry.

This document is a high level summary and provides an overview of the complete benefits program at IES.

Your rights and benefits under all benefit plans of the company are governed solely by the terms and conditions of the plans. The company may, at any time, amend, modify, suspend, or terminate any benefit program. The company may also reduce the company's contribution, or increase the employee's contribution, toward the cost of any benefit programs. The establishment of a benefit does not impose upon the company any contractual obligation to continue the benefit in the future.

401(K) RETIREMENT PLAN

You are automatically enrolled in the pre-tax option of the plan:

- IES will contribute up to **12%** (6% match, 6% profit sharing)
- Matching contributions are immediately 100% vested
- 30 available funds to choose from
- Hardship withdrawals and loans available
- You may contribute up to IRS limit

HEALTH CARE, DENTAL, AND VISION PLANS

IES pays all of your premiums

HEALTH CARE: CareFirst BlueCross BlueShield PPO with HSA

- IES deposits the full deductible into employee's HSA account (prorated first year with firm)
- No charge for most preventive services
- Office visits covered at 100% after deductible is met
- \$10/\$45/\$65 prescription copay after deductible is met
- 100% of unused HSA funds roll-over to the next year and earn tax-free interest

DENTAL: CareFirst BlueCross BlueShield Preferred Dental PPO

- No charge for most preventive and diagnostic services
- Over 3700 dentists in the tri-state area

VISION: CareFirst BlueCross BlueShield BlueVision Plus (Davis Vision)

- No charge for routine eye exams
- No copay for over 200 frames or contact lenses
- Discounts available for other services such as Laser Vision Correction

OVERVIEW

BENEFIT	WHO PAYS FOR IT?	WHEN ARE YOU ELIGIBLE?	WHAT DO YOU RECEIVE?
Short-Term Disability	Employee pays premiums, IES pays back with bonus	First day of month following a 30-day waiting period	60% of your salary, up to \$1500 a week, tax free
Long-Term Disability	Employee pays premiums, IES pays back with bonus	First day of month following a 30-day waiting period	60% of your salary, up to \$6000 a month, tax free
Workers' Compensation	IES	Date of employment	Medical and disability coverage for on-the-job injuries or work related illness.
Referral Bonus	IES	Date of employment	For each employee that you refer to us, you will receive \$5000 after the first 30 days of their employment and \$5000 after six months that they are employed.
Educational Assistance	IES	Date of employment	\$5,000 per year for reimbursement of funds spent for tuition, text books, travel, and wages. Carry over unused funds each year for a max of \$10,000.
Life Insurance	IES	First day of month following a 30-day waiting period	All active full-time employees receive \$70,000 in life insurance
Jury Duty	IES	Date of employment	Full salary for up to 5 days per year
Bereavement	IES	Date of employment	Full salary for up to 3 days for a death within the immediate family
Military Leave	IES	Date of employment	Full salary for up to 10 days per year
PTO	IES	Date of employment	Flexible PTO and Non PTO compensation based packages are available
Sick Leave	IES	Date of employment	1 week paid leave per year
Maternity/ Paternity	IES	Date of employment	1 week paid leave per birth

230908