

2016

Employee Benefits



The benefits objective of IES is to provide a safety net of protection for our team members from unexpected life events such as death, disability, and serious illness while providing access to tax advantaged savings plans.



Medical/Rx Plan

Cigna

Our team members are provided comprehensive medical coverage through Cigna with access to a nationwide PPO network. There are two Consumer Driven Health Plan options allowing team members to choose the right plan for their needs.

Both plans include 100 percent coverage for preventive care and allow the team member to contribute pre-tax dollars to a health savings account. IES covers a generous portion of the monthly premium and the team member can have their portion of the premium deducted pre-tax.



Dental Plan

MetLife

The dental plan through MetLife offers team members access to a vast network of dentists while still offering competitive out-of-network payments. This plan covers preventive services such as semi-annual cleanings/exams, x-rays, and fluoride treatments at 100 percent. Basic services to include fillings, tooth extractions, and root canals are covered at 80 percent while major services which include crowns, bridges, and dentures are covered at 50 percent.

Both basic and major services are subject to an annual deductible. In addition to these services, there is an orthodontic benefit for children. Team members can have their premium deducted pre-tax.



Vision Plan

MetLife

Team members who elect vision coverage through MetLife will be able to take advantage of low out-of-pocket costs for essential services. There is a copay for exams and any level of lenses and an annual allowance for contacts.

There is also an allowance every two years for frames. If using an in-network provider, there are additional discounts available. When a team member chooses to visit an out-of-network provider, there are allowances for each level of service.



Life Insurance

UNUM

IES provides a basic group life policy through UNUM equal to two times annual salary with a maximum benefit of \$500,000 along with a matching AD&D policy. Team members will have the option to purchase basic additional life insurance coverage for themselves as well as their spouse and child(ren).

Physicians and other highly compensated team members have the opportunity to participate in a Group Variable Universal Life (GVUL) insurance program in lieu of or in addition to the basic group life plan. GVUL provides higher amounts of permanent, portable coverage along with a tax-advantaged savings opportunity for those who have max funded their qualified retirement plan.



Long Term Disability

UNUM

Team members are provided long term disability coverage through UNUM with a monthly benefit of 60 percent income with a maximum of \$15,000. This carries an own occupation definition of disability.

Physicians and other highly compensated members have the option to purchase additional individually-owned, fully portable disability coverage to address the limits under the group plan. This program offers true own occupation coverage; enhanced income replacement up to 75 percent of salary and bonus on a guaranteed issue basis (actively at work only, no medical exam); fixed premiums at institutional discounts; and additional benefits for catastrophic disability. Very highly compensated members have the opportunity to purchase high limit coverage through Lloyds including an optional lump sum benefit.



Retirement

Mass Mutual

IES sponsors a safe harbor 401(k) plan, matching 100 percent of first 3 percent and 50 percent of next 2 percent of team member contributions. Team members are immediately 100 percent vested in all contributions. This plan is offered through Mass Mutual and includes a diversified menu of investment options and 24/7 online account access.

