

The best benefits for the best people!

Details inside on ISI's great benefits, including:

- Vacation
- Health Insurance
- Vision
- Dental
- 401k
- Employee Stock Ownership Plan (ESOP)
- Life Insurance
- Labor Cost Savings Fund Bonuses
- Flexible Benefit Plan
- Company Events
- Fitness Club Membership Discounts
- Training
- Safety



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The *BENEFITS* of being an employee



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ISI Employee Benefits Overview



ISI provides its employees with outstanding benefits. This brochure gives a brief description of them. More details can be found in your Employee Handbook. Remember that benefits are subject to change at any

time, so be sure to check with the office for the most up to date information.

VACATION

After one year of continuous service (with minimum of 2,000 hours worked), you will receive vacation pay of 2% of last year's earnings, up to one week's regular pay.

HEALTH INSURANCE

After six months of continuous service (with minimum of 1,000 hours worked), you will receive full health insurance coverage for yourself (at no cost), with the option of adding coverage for family members (with your added contribution).

VISION

After six months of continuous service (with minimum of 1,000 hours worked), you will receive an annual family vision benefit of up to \$400.00.

DENTAL

After six months of continuous service (with minimum of 1,000 hours worked), you will receive an annual family dental benefit of up to \$1,200.00.

401k

After one year of continuous service (with minimum of 2,000 hours worked), you will be eligible to participate in our 401k plan, which offers a 50% employer match on funds you contribute, up to 6% of your annual income. Vesting on the employer match portion is 20% after year one, 40% after year two, 60% after year three, 80% after year four, and 100% after five years. You will be able to direct the investment of your funds among a wide range of options.

LIFE INSURANCE

After six months of continuous service (with minimum of 1,000 hours worked), you will receive a life insurance policy with benefits of \$20,000.

FLEXIBLE SPENDING PLAN

After six months of continuous service (with minimum of 1,000 hours worked), you will be eligible to participate in our flexible spending accounts plan, which allow you to redirect a portion of your taxable income in order to receive non-taxable benefits, such as medical care and dependent child care (daycare).

ESOP (EMPLOYEE STOCK OWNERSHIP PLAN)

After one year of continuous service (with minimum of 2,000 hours worked), within certain restrictions, you will be eligible to participate in our Employee Stock Ownership Plan, which gives you an actual ownership stake.

The ESOP plan creates a retirement nest egg for you, tied directly to the company's success that you help create. ISI employees will own 30% of the company through this plan.

LABOR COST SAVINGS FUND

After six months of continuous service (with minimum of 1,000 hours worked), you will be eligible for various benefits provided through our Labor Cost Savings Fund, which takes all of the dollars accumulated from labor budget savings on our projects, and gives them back to our employees, in the form of cash bonuses, employee assistance, ISI gear (shirts, hats, etc.), company events and parties, and lots more.



TRAINING

ISI has a four-year Apprenticeship Training Program, that combines classroom instruction with on-the-job experience, turning apprentices into journeymen. All ISI employees are invited to attend any apprenticeship classes to improve their knowledge and earning power, at no cost.



SAFETY

ISI's commitment to your safety is so strong, that we were the first wall and ceiling subcontractor in the USA to receive OSHA "Partner" status. Nothing is more important to us than making sure you go home safely to your loved ones each day.

HEALTH CLUB MEMBERSHIP

We want to help you get healthy, and stay healthy, so as an ISI employee, you are entitled to a discounted membership at any *Idaho Athletic Club* location. Check with the office for details.

FUN

At ISI we work hard, but we have a lot of fun together, too. Every year we have great company events like big summer picnics for the whole family, jobsite barbecues, kart racing, comedy club nights, and so on.

JOB SECURITY

ISI employees find that because of our size and reputation, they tend to have much more consistent employment with ISI than other companies for which they've worked. Because of this, many of our employees have been with the company for 10, 15, 20 years or more.