

2026 Benefits

At a Glance

A quick guide to the INTEGRIS Health benefits we offer surrounding Your Pay, Your Career, Your Wellbeing and Your Rewards.



Paid Time Off and Retirement Benefits

INTEGRIS Health offers paid time off and retirement benefits designed to support work-life balance and long-term financial well-being.

<p>Paid Time Off (PTO) <i>FT/PT caregivers only</i></p>	<p>PTO is front-loaded and based on years of service. It may be used for personal time, holidays, unplanned absences, short-term illness or to cover time during the waiting period for short-term disability.</p>
<p>Family Leave <i>FT/PT caregivers only</i></p>	<p>After 12 months of service, caregivers are eligible for paid family leave. Full-time caregivers receive 80 hours, and part-time caregivers receive 40 hours.</p>
<p>Retirement Savings Plan (RSP) <i>All caregivers</i></p>	<p>Caregivers may contribute up to IRS limits on a pre-tax or Roth (after-tax) basis.</p>
<p>Matching Contributions (RSP) <i>All caregivers</i></p>	<p>INTEGRIS Health matches 50% of the first 8% contributed to the retirement savings plan.</p>
<p>INTEGRIS Health Annual Contribution (RSP) <i>All caregivers</i></p>	<p>INTEGRIS Health contributes an additional 2% of eligible pay annually to a caregiver's 401(k) account if the caregiver works at least 1,000 hours during the calendar year and is employed on Dec. 31.</p>



Unique Benefits

INTEGRIS Health offers a variety of additional benefits that support caregivers beyond health coverage.



Tuition Reimbursement Program

After one year of service, full-time caregivers are eligible for up to \$2,500 in tuition reimbursement per year. Regular part-time caregivers are eligible for up to \$1,250 per year.



Adoption Assistance Program

INTEGRIS Health reimburses 50% of adoption-related expenses for up to two adoptions, with a maximum benefit of \$2,500 per adoption.



Employee Assistance Program

The employee assistance program provides free, confidential counseling and referral services for caregivers and their dependents. Licensed counselors are available 24 hours a day.



Special Pay Programs and Bonus

Eligible caregivers may receive additional compensation beyond base pay, beginning on the date of hire. This includes premium pay for evening or night shifts, work on specific holidays or weekends and call pay when required to be on-call and available to return to work.



Caregiver Discounts

Caregivers receive discounts at INTEGRIS Health locations, including 10% off cafeteria meals, 10% off most gift shop purchases and 10% off eligible pharmacy purchases.

Health Related Benefits Coverage for Full-Time and Part-Time Caregivers



MEDICAL PLANS

INTEGRIS Health offers two medical plan options designed to support caregivers and their families. Coverage is administered by BlueCross BlueShield of Oklahoma and begins the first of the month after the date of hire.

Preventive Care:	100% covered when using in-network providers
Copay:	<ul style="list-style-type: none"> • Primary Care & Mental Health: \$20 copay • Specialist & Urgent Care: \$40 copay
Deductible:	<ul style="list-style-type: none"> • \$1,500 individual/\$4,500 family • \$750 individual/\$2,250 family
Out-of-Pocket Maximum:	<ul style="list-style-type: none"> • \$5K individual/\$10K family (Core Plus) • \$6K individual/\$12K family (Core)
Prescription Drugs:	<ul style="list-style-type: none"> • \$100 prescription deductible • 20% coinsurance for formulary medications • Best pricing available at INTEGRIS Health Pharmacies

DENTAL PLANS

Dental coverage is offered through two plan options administered by Cigna Dental, allowing caregivers to choose the level of coverage that best fits their needs.



Limited <i>Provided at no cost</i>	<ul style="list-style-type: none"> • 80% Preventive care • 50% Fillings and anesthesia
Comprehensive	<ul style="list-style-type: none"> • 100% Preventive care • 80% Fillings and anesthesia • 50% Orthodontia (lifetime max \$1,500)

VISION PLANS

The vision plan offers coverage for routine eye care and eyewear to support overall eye health. The plan is administered by VSP.



One routine eye exam every 12 months
Eyewear Allowance
<ul style="list-style-type: none"> • \$200 toward frames or \$170 toward contact lenses annually
Greater benefit when using in-network providers

All preventive care is covered at 100% in network. Caregivers will find the greatest savings when visiting INTEGRIS Health providers and facilities, while also having access to eligible BlueCross BlueShield network providers and facilities across the region.



Additional Benefits



Life and AD&D Insurance

INTEGRIS Health provides full-time caregivers with life and accidental death and dismemberment insurance equal to one times annual base pay. Full-time and part-time caregivers may elect supplemental life and AD&D coverage for themselves and eligible dependents. These policies are portable.



Short-term Disability

Short-term disability coverage is provided at no cost for full-time and part-time caregivers. There is a 14-day waiting period during which no benefits are payable. After the waiting period, caregivers receive 100% of base pay for 28 days, followed by 60% of base pay for any additional approved time.



Long-term Disability (Full-time caregivers only)

Full-time caregivers are provided a basic long-term disability policy at no cost. There is a 180-day waiting period during which no benefits are payable. After the waiting period, caregivers are eligible to receive 40% of base pay. Caregivers may elect additional coverage that increases benefits to 60% of base pay.



Flexible Spending Accounts

Flexible spending accounts allow caregivers to set aside tax-free funds to pay for eligible expenses, including medical expenses and dependent care.



On-site Fitness Centers and Discounts

INTEGRIS Health offers on-site fitness centers at select facilities to support caregiver wellness. Caregivers are also eligible for discounted fitness memberships through Active&Fit.

Benefit Eligibility: Generally, full-time and regular part-time caregivers can become covered on the first of the month after date of hire. Exceptions to this eligibility are noted for Paid Time Off, Adoption Assistance, Family Leave pay and Tuition Reimbursement.

The benefits described are summaries of the official documents and contracts that govern the plans. If there is any conflict between the information in this document and the official plan document, the plan document will always govern. In no event may any representations by any person change the terms of the plans. Plans are subject to change.