



THE INTERMED GROUP



## Why Choose InterMed?

Type	Resource	Description	Company Policy
Benefits	401(k)	Employees are eligible to contribute to the retirement plan upon hire.	<ul style="list-style-type: none"> <li>After 1 year of service, InterMed will match your contributions up to 4%.</li> <li>Before tax and after-tax options are available.</li> </ul>
	Health Insurance	Benefit eligible employees can enroll into a medical insurance plan effective the first of the month, after the date of hire.	<ul style="list-style-type: none"> <li>InterMed pays almost all the employee's insurance premium.</li> <li>InterMed provides insurance options for coverage of employee's dependents.</li> <li>There are 4 medical plans to choose from.</li> </ul>
	Health Savings Account (HSA)	Benefit eligible employees can contribute to an HSA, provided they have selected an HSA eligible medical plan.	<ul style="list-style-type: none"> <li>InterMed offers 2 medical plans with an HSA option.</li> </ul>
	Voluntary Insurance	Benefit eligible employees can enroll in voluntary insurance such as dental, vision, cancer, accident, or life insurance, etc.	<ul style="list-style-type: none"> <li>InterMed has 2 Dental plans to choose from.</li> <li>InterMed has multiple options for short term disability.</li> </ul>
Time Off	Holidays	There are 8 paid holidays per year.	<ul style="list-style-type: none"> <li>PTO can be used for additional holiday time off.</li> </ul>
	Paid Time Off	We encourage our employees to take time off and maintain a healthy work-life balance.	<ul style="list-style-type: none"> <li>Benefit eligible employees accrue 120 hours of PTO per year (pro-rated for the first year)</li> <li>You may rollover up to 80 hours to the next year.</li> <li>PTO Accrual Rate increases at 5 &amp; 10 years of service.</li> </ul>
Continuing Education	Tuition Reimbursement	InterMed encourages employees to receive relevant industry certifications and/or trainings.	<ul style="list-style-type: none"> <li>InterMed will pay up to \$2500 to cover the testing cost for CBET, CRES, CLES, CHTM and other eligible certifications.</li> </ul>

			<ul style="list-style-type: none"> <li>You may be eligible for increased annual compensation for approved certifications.</li> </ul>
<b>InterMed Certification Program</b>	InterMed 101, 201, & 301	Unique to InterMed, we take an active interest in building the careers and lives of our employees.	<ul style="list-style-type: none"> <li>Employees must complete three comprehensive and tailored training courses.</li> <li>The courses build on general company knowledge, customer service, communication, and progress into technical skills as well as financial applications and more.</li> </ul>
<b>Pay</b>	Compensation	We offer competitive pay.	<ul style="list-style-type: none"> <li>Our pay is based on experience, education, and merit.</li> </ul>
	Pay Stub	The InterMed Pay Cycle occurs every two weeks.	<ul style="list-style-type: none"> <li>Paystubs are available via our HRIS.</li> </ul>
<b>Performance</b>	Performance Reviews	We conduct annual reviews at end of the year.	<ul style="list-style-type: none"> <li>InterMed likes to provide employees with clear feedback.</li> <li>InterMed wants to help employees achieve professional goals.</li> </ul>
<b>Additional Perks</b>	Meal Reimbursements	Employees can submit expense reimbursements for meals when applicable.	<ul style="list-style-type: none"> <li>If you are traveling for business between specific hours and it includes an overnight stay, you are eligible for up to \$45.00 per day.</li> </ul>
	Company Phone	We provide company smartphones for qualifying employees.	<ul style="list-style-type: none"> <li>Qualifying employees can use company smartphones for personal use provided that they do not go over their allotted data.</li> </ul>
	Company Shirts	InterMed provides employees with 2 shirts upon hire.	<ul style="list-style-type: none"> <li>You can pick the color and style from the website.</li> <li>You can purchase additional shirts that will be payroll deducted.</li> </ul>
<b>Community Involvement</b>	Volunteering	At InterMed we care about our community. We encourage employees to volunteer and provide them with the opportunity to do so.	<ul style="list-style-type: none"> <li>You can volunteer up to 8 hours each month with no PTO deductions when you volunteer with a bona fide charity.</li> </ul>