

**BENEFITS OPEN
ENROLLMENT**



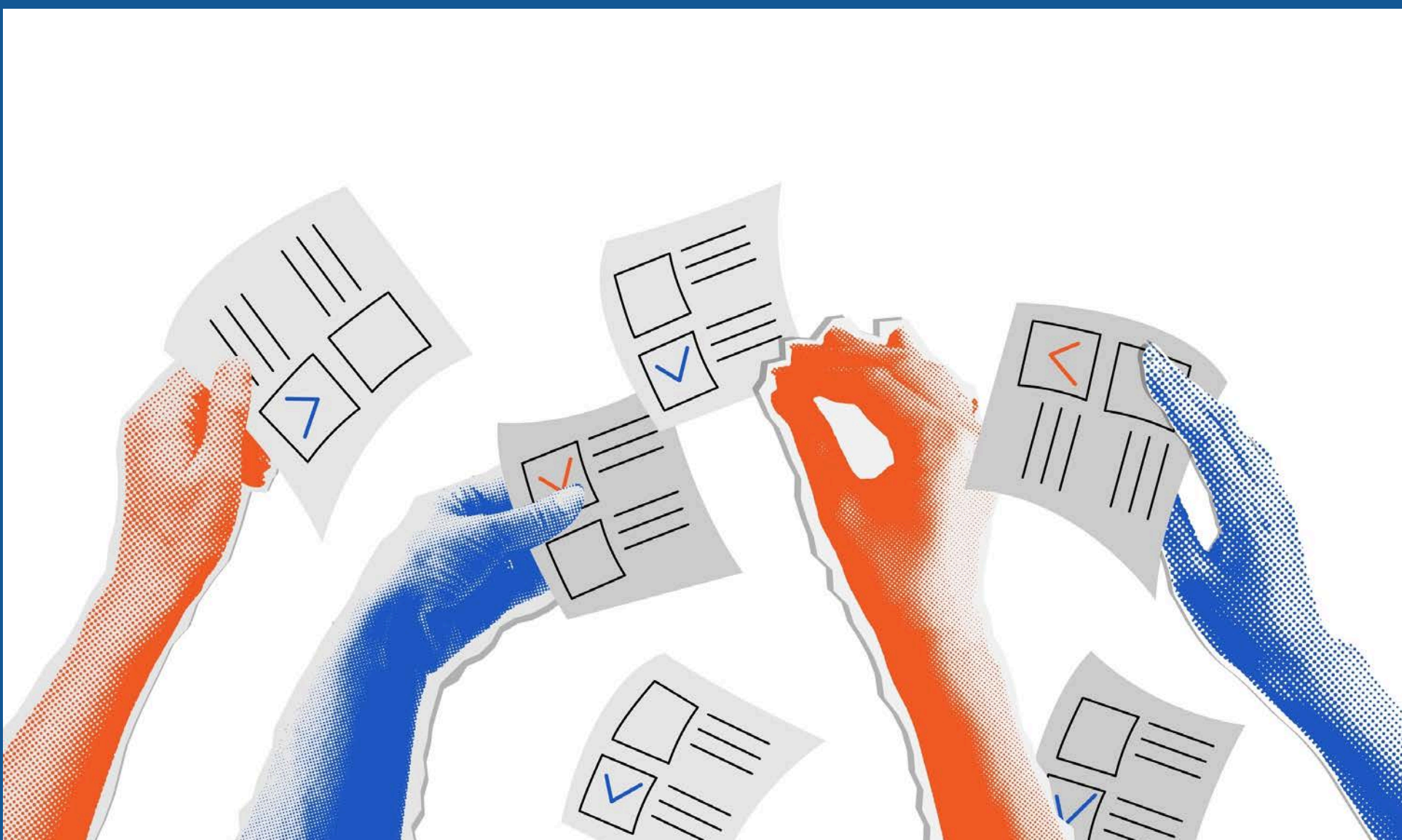
Voting is Open: Fall Memory Photo Contest

Greetings, IntegrITS Family! We have officially entered benefits enrollment season, and we will be sharing details about enrollment in today's Digest. But first, we are excited to announce that voting is now open for the Fall Memory Photo Contest. Thank you to everyone who submitted a photo. Now it is our turn to vote!

[Click here to vote for your TOP THREE photo entries.](#) Voting closes on Wednesday, December 4 at 5pm PST.

We will announce our winners in *The IntegrITS Digest* on December 5.

Continue to the next page to view all of our photo contest submissions.



Cast Your Vote Here!



Clarence Carter, III

Who is in the picture? My sister, Sarah Carter, and I.

Tell us about your photo: We were celebrating Mrs. Betty Lion's 80th bday on Halloween!



Elise Finley

Who is in the picture? Quentin Finley (Elise Finley's son)

Tell us about your photo: Quentin serving at a food drive. This memory makes me proud that he is making a difference in the community as a Public Servant.



Julie Wyckhuyse

Who is in the picture? The view while hiking part of the Pacific Crest Trail (PCT).

Tell us about your photo: The first signs of a fall at sunrise bring a soft, amber glow that filters through misty air, painting the sky with warm hues of orange, pink, and gold, as leaves begin to catch the early light in shades of red and yellow.



Laura Villarreal

Who is in the picture? My fiancé (Louie) and I.

Tell us about your photo: My favorite fall memory is last year, my fiancé surprised me the day after Thanksgiving. We took an unexpected day road trip and drove through Julian, stopped for pie, then headed to Fonts Point in Borrego Springs where he proposed. Going to Julian the day after Thanksgiving will now be a yearly tradition.



Marcus Coney

Who is in the picture? Marcus, Mila, and Oliver

Tell us about your photo: A rare dad/ children outing while mom's at work. Taken at Bates Nut Farm.



Michael Beckers

Who is in the picture? A bunch of guys named "Jack."

Tell us about your photo: I was invited to Descanso Gardens in the middle of October by my sister-in-law and I took several pictures while there. This one is one of my favorites.



Rick Ponzo

Who is in the picture? Cheryl and Rick Ponzo

Tell us about your photo: Attending the annual Thanksgiving Church Service in our community.



Sarah Carter

Who is in the picture? Langston Carter (Sarah Carter's pup)


Tell us about your photo: Langston is used to downtown, concrete living, so he was excited to see all the grass and trees on our trip to Michigan this fall.



Vanessa Valdez

Who is in the picture? The beautiful San Diego Harbor Skyline.

Tell us about your photo: The last two years we have made it a tradition to take a boat ride on a fall evening to extend the summer just a little longer because SD is pleasant almost year-round and to enjoy the beautiful sunset on a fall evening on the water!



IntegrITS Benefits Open Enrollment

We are committed to providing our employees with a supportive and rewarding work environment, and we hope that these benefits will contribute to your overall well-being and job satisfaction. We value your hard work and dedication, and we are thrilled to be able to offer these benefits as a token of our appreciation. Here is a quick reminder of some of the key highlights of our employee benefits package:

Health and Wellness

- Comprehensive health insurance coverage, including medical, dental, and vision plans.
- Access to a 24/7 telemedicine service.
- Free annual health check-ups and flu shots.
- Healthcare flexible spending and savings (FSA/HSA) plan options.
- Wellness programs and challenges to encourage a healthy lifestyle.

Retirement and Financial Security

- Industry leading 401(k) matching program.
- Access to financial planning and advisory services.
- Life and disability insurance options.

Work-Life Balance

- Generous paid time off, including vacation, sick leave, and holidays.
- Employee assistance program for support with work-related or personal challenges.
- Flexible working options where contractually supported.

Professional Development

- Tuition reimbursement for job-related courses and certifications.
- Access to online learning platforms and resources.
- Opportunities for on-the-job training and mentorship.

Additional Perks


- Employee discount program for various products and services.
- Company-sponsored events and team-building activities.

Important Dates:

Open Enrollment began November 18, 2024, and ends January 11, 2025, at 11:59pm

Central Time. Important clarification: we apologize for the incorrect “end” date that we shared in a previous Digest. Please note that open enrollment ends on January 11, 2025, as opposed to December 31, 2024.

FSA Open Enrollment began November 15, 2024, and ends December 31, 2024.



IntegrITS Benefits Open Enrollment (cont.)

To enroll in benefits, login to the [Insperity Portal](#) and select “Benefits” under “My Account.”

You can find step-by-step instructions for enrolling [here](#).

We highly recommend finalizing your elections by December 31, 2024, so you can have updated cards (if applicable) mailed out in a timely manner. You should have received an email from Insperity regarding the open enrollment and you will receive an Open Enrollment packet via US mail to your address on file.

It is important to note: This is a passive benefit enrollment meaning that you do not need to take any action if you do not wish to make changes. If you do not make any changes, your current elections (including an election of no coverage) carry over into the next coverage period at the new contribution rates.

FSA Open Enrollment Information

[Click here](#) to review the FSA open enrollment flyer and note that this is a separate open enrollment opportunity that will be available from 11/15/24 through 12/31/24. **FSA is not a Passive Enrollment. If you wish to enroll in FSA for 2025 you will need to complete a new enrollment.** Please note this is an IRS governed benefit and their hard deadline for enrollment is 12/31/2024.

If employees enroll by November 30, funds will be available on their Health Care Spending Card (a debit MasterCard® issued by UnitedHealthcare) on Jan. 1, 2025.

Benefit Education Sessions

Insperity is offering an education opportunity for our employees to learn more about the Insperity benefits offered during this open enrollment period.

If you are interested in learning more about these benefits, [please click here to register](#) and choose one of the following sessions from the drop-down menu:

Thursday December 5, 2024
11:00 AM CST

Wednesday December 18, 2024
3:00 PM CST

Important Note: To participate, you must [register](#) for a specific date as each session has a limited number of participants.



Tip of the Week

Insperty has negotiated with hundreds of participating brands to increase their discount or give additional WOWPoints for the holiday season to help us save on gifts, travel and more. [Click here to browse the Holiday Savings Fair.](#)



The IntegrITS Suggestion Box

We have created a space online where you can submit feedback, questions, or any other insight you have. Suggestion box entries are submitted anonymously, however, if you would like our Team to reach out to you individually, you can include your name and contact information. [Click here to visit The IntegrITS Suggestion Box.](#)



Coming Soon

Join us on the first Thursday of December for another message from Mr. Carter in The CEO's Corner.

Employee Referral Bonus Program

At the end of each quarter, everyone who refers a prospective employee who makes it to the interview process will be entered into a raffle for a \$500 gift card. We will select two winners from this pool of contestants—meaning two people have the chance to win a \$500 gift card each quarter! Furthermore, we will enter all employees who refer a job applicant into another raffle (regardless of the stage they make it to in the hiring process), with the winner receiving a \$250 gift card.

We have a number of job openings across multiple IntegrITS locations ([IntegrITS Opportunity Central](#)). Let's work together to find the best candidates for these open positions!

Comments / Questions

If you have any comments or questions about this week's newsletter, email us at news@integrits.com.

We have also created a website where we are storing the archives of all our newsletters to date:
<https://integrits.com/digest-archives/>.



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You are receiving this email because you are one of our incredible IntegrITS Employees, or you are an extended member of the IntegrITS Family.

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