

OFFICER BENEFITS

We are committed to providing exceptional performance and the well-being of our officers plays a key role in that effort. Our officer benefits package all help attract and retain top end personnel. We focus on our officers and their well being in order to create a work environment that supports them. In doing so, our belief is that they will go above and beyond to satisfy our customers and provide a loyalty to IPSA. This is evidenced by our high, officer retention which is significantly greater than industry average.

We offer comprehensive benefit package to full time officers after 90-days of employment. This includes a **PPO medical plan, Vision, Dental, Supplemental Benefits through AFLAC** and a free **\$10,000 life insurance policy**.

PPO Medical Plan

Medical Insurance coverage is offered through Aetna. Our plan is a PPO that goes for as little as \$29/month for single coverage. This entire plan is available for review upon request.

Dental Insurance

Our dental insurance is offered through Guardian PPO Dental Plan. This plan allows members the freedom to receive benefits from participating or non-participating dental providers at any time service is needed. Complete coverage details are available upon request.

Vision Insurance

Our vision insurance is available through Vision Service Plan. This plan is for all employees and dependents that are enrolled in the dental plan. Complete details are available upon request.

Life/AD & D Insurance

To give a security officer's survivors financial protection, IPSA provides group term life and AD&D insurance to all eligible employees at no cost through Reliance Standard. Complete details are available upon request. **NO COST TO OFFICERS.**

Colonial

All officers receive an opportunity to obtain this insurance on day-one of their employment. They have numerous packages to choose from to ensure they have the best possible coverage for them and their families.

Short and Long Term Disability

To help protect officers financially in the event of prolonged absence, IPSA provides Short and Long Term Disability Insurance at no cost through Reliance Standard. If an officer is disabled for more than 8 days due to illness or injury the short term plan will replace 60% of salary minus other disability pay up to a maximum of \$1250 per week for up to 12 weeks. For instances longer than 90 days the long term plan will replace 60% of salary up to a maximum of \$5000 per month. Complete details are available upon request.

Additional benefits an IPSA Officer enjoys:

- Guard Card Renewal Assistance
- PTO Plan
- Career Development
- Consistent days off
- Promote from within
- Free Uniforms
- Management Support

Providing these benefits for our full time employees results in long-term stability for our operations and benefits the environment they work within. When our officers are treated with respect and are given support they provide quality performance for our clients.