



OUR SUMMARY OF BENEFITS

Health

Health Insurance

We offer 2 copay options and one high deductible option, with the choice to enroll in a Health Savings Account (HSA). ITX's contribution is equal to the cost of a single high deductible plan. For Subscriber + Children and Family Plans, ITX offers an additional \$250 contribution. All plans also include a basic level of vision coverage, pediatric dental, gym reimbursements, etc.

Dental coverage through Excellus BCBS is available through payroll deductions.

Additional dental & other insurance coverage through AFLAC is available through payroll deductions.

Wellness Program

Our program, in partnership with the School of Nursing at the University of Rochester, offers one annual wellness screening (with a reward for those who attend), a platform to assess health & lifestyle risks, condition management programs (smoke cessation, stress management, etc.), and a health-focused newsletter. Benefits are offered primarily in the Upstate NY area; however, biometric screenings are now offered nationwide through U of R School of Nursing's partner, LabCorp.

Vacations / Holidays

7 Paid Holidays:

- New Years' Day
- Memorial Day
- 4th of July
- Labor Day
- Thanksgiving Day
- Day after Thanksgiving (Black Friday)
- Christmas

PTO

2 weeks accrual rate on the first 3 years

3 weeks accrual rate on years 4-7

4 weeks accrual rate on year 8

Flex time

We offer flex time to help accommodate life's everyday occurrences. If you have a doctor's appointment, a sick child, or just need to get your oil changed, we can help you maintain your work-life balance. (Flex time is subject to supervisor approval.)

Remote Work

ITX is proud to be a pioneer in this area! We know that working remotely is a work-life balance concept that is likely here to stay. We have promoted remote working since our inception. As a result, we have all the tools you need to be successful and feel confident working from a location other than your home office!



Other Leave and Insurance

Paid Sick Leave

Our Sick Leave policy offers up to 56 hours per year.

Paid Family Leave

In compliance with New York State requirements, this insurance-based benefit offers up to 12 weeks with pay of 67% of the employee's average weekly wage – or 67% of NYS's average weekly wage – whichever is less. This benefit is offered to all of our US employees nationwide.

Life insurance

We offer a \$100,000 life insurance policy, free of charge, for all full-time employees.

Retirement

401k Plan

We offer a Safe Harbor 401k plan.

Growth and Recognition

Continuous learning

We currently have a training platform subscription (Udemy For Business) with more than 2,000 hours of training on topics from the very technical, to soft skills and methodology, to stress management.

Internal training events, industry, and community learning events are available.

Recognition

Our recognition platform, Praise, includes the opportunity to nominate and be nominated for living out our ITX values. Winners are presented monthly with quarterly winners being chosen for prizes.

Team outings and events

We enjoy going out! Some examples of past events: local sports games, food truck rodeos, summer cookouts, sponsoring the Fairport Music Festival, attending the Rochester Jazz Festival, and participating the Chase Corporate Challenge.

While Covid has slowed down our outings, it has not slowed down our closeness as a team. We use specialized chat rooms to share our passions such as music, reading, and pets. We also host virtual happy hours occasionally for our team to get together and have some fun!

X10 Conference

This event, which happens every two years (e.g., New Orleans 2016, Orlando 2018, Mexico City 2020), offers an opportunity for team members to participate in a company-wide, globally attended, internal summit to discuss the challenges in front of us and design solution strategies that will shape our future organization. (This event is by invitation only, based on valuable contribution to the topics of the conference.)

Philanthropic Endeavors

ITX gives back. Examples of past initiatives include DishItOut (NCMEC), event sponsorships (WomenInComputing, GirlsWhoCode, Hack Upstate, sports teams, etc.), and matching donations to Houston and Mexico relief initiatives.