



Meet The Principal® 10 Best Companies

ITAGroup, Inc.

West Des Moines, Iowa

Type of business: Performance marketing company		
Number of employees: 486	Founded: 1963	Web site: www.itagroup.com

Benefit highlights:

- 70 – 75 percent employer-paid medical insurance premiums for employees and dependents
- 401(k) plan with a 100 percent match on first 3 percent deferred, then 50 percent match on next 2 percent deferred; average employee deferral of 8 percent
- Employee stock ownership plan (ESOP) with 7 percent annual employer contribution; the annual stock value growth has had a compounding effect (approximately 2.5 times annual contribution) on the overall value increase for employee/shareholders
- 100 percent employer-paid premiums for long-term and short-term disability insurance

Percent of employees participating in 401(k) plan:

93 percent

How they've dealt with rising medical insurance costs:

ITAGroup credits its self-funded approach for the company's minimal 2 percent increase in medical costs in 2006. "We continually monitor our health costs and have achieved a less-than-average rate increase historically. We try to balance employee cost and flexible medical access with market-competitive deductibles and plan features. Our self-funded approach generates awareness by employees, which translates into responsible management of their health care costs," said Dick Rue, CFO, ITAGroup, Inc.

Other interesting facts:

- Enthusiastic proponents of their ESOP, which they credit as contributing to the ongoing success of the organization
- Plans to implement a wellness program that will give employees and spouses access to blood screenings, weight loss and smoking cessation programs and stress management



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