

BENEFITS AT A GLANCE

We strive to provide our Employees and their loved ones with benefits focused on supporting their physical, financial, and emotional wellbeing. Benefits listed below are available to eligible full-time* employees.

Health and Wellness

Empowering individuals with personal health and wellbeing



- ✓ Three medical insurance options for employees and dependents thru *CareFirst*
- ✓ 85% Employer paid coverage of the HSA rate for employees enrolled in medical
- ✓ 100% Employer paid coverage for employees enrolled in *Dental & Vision* thru *CareFirst*
- ✓ Short and Long-Term Disability coverage thru *Guardian Insurance*
- ✓ Access to onsite fitness center at iCatalyst facilities
- ✓ \$150 annual reimbursement towards employee well-being and fitness

Work-Life Balance

Be steady and well-ordered in your life so that you can be fierce in your work



- ✓ 80 hours of paid Personal leave annually - Increases with tenure
- ✓ 40 hours of paid Sick leave annually
- ✓ 11 paid Federal Holidays annually
- ✓ Bereavement, jury duty, military leave, parental leave
- ✓ Remote and hybrid work opportunities
- ✓ Employee Assistance Program thru *Guardian Insurance* to assist with personal matters

Financial Well-being

Guiding you to a future of financial security



- ✓ Competitive compensation
- ✓ Defined Benefit retirement plan with *Fidelity*
- ✓ SafeHarbor401(k) with 3% Employer Match thru *Fidelity*
- ✓ Recognition and Award Program
- ✓ 100% Employer paid Life and Accident Insurance thru *Guardian Insurance*
- ✓ Health Spending and Dependent Care Accounts (FSA/HSA)

Personal Development

Providing opportunities to grow



- ✓ Education and tuition reimbursements
- ✓ Employer paid training and certifications
- ✓ Internship Program
- ✓ Professional Association Membership Program
- ✓ Industry Certification assistance
- ✓ Culture of Inclusion with peer-to-peer learning and coaching

iCatalyst +PLUS

Positive workplace culture drives engagement, impacts happiness and affects performance



- ✓ \$500+ Employee Referral Bonus
- ✓ Community Giveback thru company sponsored Charitable contributions
- ✓ \$100 monthly reimbursement for phone and internet for remote employees
- ✓ Free Uber rides within limited distance from iCatalyst facilities
- ✓ Employer sponsored meals and snacks at iCatalyst Offices
- ✓ Technology discounts and/ or subscriptions

*Note: iCatalyst, Inc. defines Full Time Employees as 30 hours or more per week and Part-Time Employees as 20-29 hours per week. Eligible employees have 30-days to enroll from their hire date. After the 30-day period, waiver forms will be required for benefits that require enrollment. All coverage is effective on 1st of month following a full month of service unless otherwise indicated. Benefits are subject to iCatalyst HR policies, employee eligibility and benefit plan requirements.