

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 through Aetna
- ✓ Employer paid coverage toward employees enrolled in an Aetna medical plan
- ✓ 100% Employer paid coverage for employees enrolled in Dental & Vision through Aetna
- ✓ Short and Long-Term Disability coverage through Guardian Insurance
- ✓ No-cost or lower-cost access to MinuteClinic® for eligible members
- ✓ \$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
- ✓ Other Leave: Bereavement, Jury Duty, Military 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 40 hours or more per week and Part-Time Employees as under 40 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.