

BENEFITS AT A GLANCE

Health and Wellness

Supporting your health, well-being, and peace of mind



- ✓ Three medical insurance options for employees and dependents through [Aetna](#)
- ✓ Short and Long-Term Disability coverage through [Guardian Insurance](#)
- ✓ Employer contribution toward coverage for employees enrolled in an [Aetna](#) medical plan
- ✓ No-cost or lower-cost access to MinuteClinic® for eligible members
- ✓ 100% Employer paid coverage for employees enrolled in Dental & Vision through [Aetna](#)
- ✓ \$150 annual reimbursement towards employee lifestyle, wellness 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
- ✓ Other Leave: Bereavement, Jury Duty, Military Leave
- ✓ 40 hours of paid Sick Leave annually
- ✓ Remote and hybrid work opportunities
- ✓ 11 paid Federal Holidays annually
- ✓ [Employee Assistance Program](#) through [Guardian Insurance](#)

Financial Well-being

Guiding you to a future of financial security



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

Personal Development

Helping employees build skills and advance their careers



- ✓ [Education and tuition](#) reimbursements and student loan assistance
- ✓ Professional Association Membership Program
- ✓ Employer paid training and certifications up to \$2000
- ✓ Industry Certification assistance
- ✓ Internship Program
- ✓ Culture of Inclusion with peer-to-peer learning and coaching

iCatalyst +PLUS

A positive workplace culture strengthens engagement, well-being, and performance



- ✓ Employee Referral Bonus
- ✓ Free Uber rides within limited distance from iCatalyst HQ in Tysons VA
- ✓ \$50 monthly travel reimbursement for employees working onsite 3+ days a week. (Beginning in 2027)
- ✓ Employer sponsored meals and snacks at iCatalyst Offices
- ✓ \$100 monthly reimbursement for phone and internet
- ✓ Home office setup reimbursement. (for eligible new hires beginning in 2027)
- ✓ Employer provided Technology equipment and merchandise
- ✓ Company sponsored Movie nights & Holiday celebrations

We support our employees and their loved ones with benefits designed to promote physical, financial, and emotional well-being. The benefits shown here are available to eligible full-time* employees.

*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.