

US Benefits at a Glance —

Medical Plans

Intellum offers 4 medical plan options through Anthem. Please see full [2025 Benefits Guide](#) for details.

Additional Benefits:

Health Savings Account

Flexible Spending Account

Dental & Vision through Guardian

401k through Empower

EAP through Guardian

Employer-Sponsored (Paid) Benefits

- Life, Accidental Death
- Long Term Disability

Voluntary Benefits

- Legal Services
- Accident Insurance
- Accidental Death & Dismemberment (AD&D)
- Hospital Indemnity
- Critical Illness Insurance
- Term Life Insurance
- Voluntary Short Term Disability

Home Office Benefits

To support your remote work expenses, we provide a **\$300** annual benefit, which will be included in your semi-monthly or monthly payroll/invoice. If you require specific medical equipment to meet your unique needs, please contact our P&C team at hr@intellum.com.



Calm

Premium subscription to improve your mental well-being for you and up to 5 dependents.

Unlimited PTO

Intellum operates in a Results Only Work Environment (ROWE). Eligible employees are allotted an unlimited amount of paid time off, so long as the employee's productivity is unaffected and time away is managed responsibly. Employees are encouraged to discuss all time off requests with managers, but especially when requesting longer periods of PTO.

Yearly Review/Merit Increases

As an Intellum employee, you are also eligible for ongoing compensation reviews and our annual merit increase program which provides a salary increase based on your individual performance.

US Holiday List

- New Year's Day
- MLK Day
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Thanksgiving day + the day after (Black Friday)
- Christmas Eve
- Christmas Day

Nectar

Let's celebrate great work and build a culture of recognition and feedback. The Nectar point referral bonus rewards you for helping to bring in top talent, growing Intellum with high-quality hires along with a perk for your contribution. Here we grow!

ADDITIONAL BENEFITS:



LinkedIn Learning
Premium



ChatGPT4



Annual Employee
Retreat



Parental
Leave



Paid Medical
Leave



Pet
Insurance