



US Benefits at a Glance

Medical Plans

Intellum offers 4 medical plan options through Anthem. Please see full [2026 Benefits Guide](#) for details.

Additional Benefits:

Health Savings Account with employer funding

Flexible Spending Account

Dental & Vision

401k through Empower with employer match

Employee Assistance Program

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&T team at hr@intellum.com.



Calm

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

Flexible PTO

Eligible employees are allotted a flexible 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

Intellum's employee recognition platform, where team members can celebrate great work by sending recognition and awarding points. Points can be redeemed for a wide variety of gift cards.

ADDITIONAL BENEFITS:



LinkedIn Learning Premium



ChatGPT5



Annual Employee Retreat



Paid Parental Leave



Paid Medical Leave



Discounted Pet Insurance