



Employee Compensation Summary

Intellectix believes that a Compensation Package is made up of more than just a salary, and should be holistic in its approach to provide employees with financial security in both the short and long term, while providing incentives that align with the company's business goals and core values.

Total Compensation

While we believe that compensation is more than just a salary, we use the salary as the baseline for all other components of our Compensation Package. These components make up your Total Compensation.

BASE SALARY



+

**UTILIZATION
BONUS**



+

SEP IRA



Component Details

BASE SALARY

Competitive annual salary, paid semi-monthly.

UTILIZATION BONUS

An uncapped utilization bonus, paid twice a year for exceeding an annual utilization target. This bonus increases incrementally as you work additional hours beyond the target.

SEP IRA

A Simplified Employee Pension Individual Retirement Account (SEP IRA) is a retirement account into which Intellectix will contribute 20% of yearly earnings.

Employee Benefits Overview

Intellectix recognizes that its employees are its most valuable asset and demonstrates this fact by offering a benefits package that is unmatched by any other company in the industry. From medical coverage, to paid leave, to retirement savings, every benefit has been designed to exemplify the commitment to our employees by offering much more than simply an “option to buy.” In fact, everything described below is 100% company funded – you simply won’t find any paycheck deductions anywhere.

PAID TIME OFF



MEDICAL / DENTAL / VISION



RETIREMENT



EXPENSE REIMBURSEMENT



LIFE / AD&D INSURANCE



Component Details

TIME OFF

- Flexible Vacation Policy provides up to 6 weeks of Paid Time Off per year, from the first year of employment
- New mothers and fathers are eligible for up to 12 weeks of parental leave, which can be taken anytime within 12 months of the birth or adoption to care for a newborn or newly adopted child

MEDICAL / DENTAL / VISION

- Coverage for employee and eligible dependents begins on the first day of employment
- No payroll contributions are required
- Plan offers a Health Savings Account (HSA) for tax-free medical expenditures
- Initial \$600 HSA contribution funded by the company
- Low plan deductibles
- Issued by UnitedHealthcare

RETIREMENT

- Simplified Employee Pension (SEP) contribution of 20% of yearly earnings
- 100% fully funded by the company
- No paycheck deductions
- No vesting period
- Eligibility for annual contributions begins after completing 90 days of employment
- Contributions are calculated from the employee hire date with no earnings exclusion period
- Unlimited investment options, including any stocks or mutual funds available within your Fidelity account
- Provides tax-deferred savings for retirement without any employee contributions.

EXPENSE REIMBURSEMENT

- \$75 monthly cell phone benefit
- \$50 monthly high speed internet benefit
- Parking for business purposes is fully reimbursed

LIFE / AD&D INSURANCE

- Coverage provided for up to \$25,000