

Hello. We're glad you're here.

Creating work that stands apart is core to our mission. In order to bring that mission to life, we offer a broad range of benefits for individuals, families, and caregivers with a focus on ensuring health, wellness, and balance.

Employee Benefits

- Flexible "Work From Where You Need To" policy
- Health benefits including medical, dental, and vision eligible one month from start date
- Coverage available for domestic partners, spouses, and children
- Tax savings accounts: flexible spending account (FSA) and health savings account (HSA)
- \$100 mental health and wellness stipend per year
- Mental health coverage for therapy and additional benefits including Sanvello and Talkspace
- Employee Assistance Program offering free counseling and a wide range of resources
- No-cost basic life insurance at one times your annual base pay
- Additional life insurance options for employee, spouse, and children
- Paid short-term disability and long-term disability
- PTO starting at 20 days annually
- 18 paid holidays
- Holiday-swapping policy: swap out an agency holiday for a different day of significance to you
- 401(k) with a 50% match
- Tuition reimbursement: 75% of expenses up to \$7,500 annually
- Employee referral bonus program

- \$200 office equipment stipend for permanently remote new hires
- Legal services, group home and auto insurance, and pet insurance
- Access to a variety of discounts through the IPG network

Parents/Caregivers Benefits

- Employee and family leave: 12 weeks paid time off for care of a family member or need of an employee
- 18 weeks paid maternity leave
- 12 weeks paid paternity and parental leave
- Family building benefit: Up to \$10,000 per year for eligible expenses related to adoption, egg freezing and surrogacy
- Fertility solutions program through UnitedHealthcare covering \$20,000 max for infertility treatment
- Dependent care FSA
- Care.com premium membership at no cost
- 12 days of free back-up care with Care.com
- Phased return from leave policy: two weeks 50% schedule + two weeks 80% schedule (all at full pay)
- Milk Stork breast milk shipping during business travel
- Three dedicated mothers' rooms with breast pumps and refrigerators