

Benefits Summary

At itelligence, our company's core is our people. They are the center of all we do -- for our customers and for each other. With a people-centered focus, we care deeply for the health and well-being of each of our colleagues and their families, which is why we offer a comprehensive package including the benefits below...



Health Insurance

itelligence offers employees the choice between three health insurance plans under a broad national network.

Health Savings Account

Eligible employees who elect one of our High-Deductible Health Plans may contribute to a Health Savings Account.

Life Insurance

itelligence offers employer-paid Group Life and AD&D insurance. Employees can also choose additional voluntary coverage for themselves, their spouse, and their children.

Short Term Disability

itelligence offers employer-paid short term disability coverage to employees.



Paid Time Off

itelligence offers 20 paid time off days and 25 days after 3 years of employment. We also celebrate 10 paid holidays.

Concierge Services

itelligence offers employees concierge services through Best Upon Request. Our concierge can assist with tasks such as scheduling appointments, home-improvement research, booking vacation travel, and more!

Wellness Overview



Vision Insurance

itelligence offers employees the choice of selecting vision coverage.

Dental Insurance

itelligence offers employees the choice of selecting dental coverage.

Flexible Spending Account

Employees who elect itelligence's health insurance are eligible for a Healthcare Flexible Spending Account (FSA) or a Limited FSA. A Limited FSA can be paired with an HSA. A Limited FSA can only be used on Dental and Vision expenses.

Long Term Disability

itelligence offers employer-paid long term disability coverage to employees.

Work-Life Balance



Recognition Programs

itelligence recognizes our amazing employees for the accomplishments and tenure. We also have a program that allows employees to recognize each other.

Celebrations & Community Culture

itelligence has a committee dedicated to planning diverse and inclusive events for our organization. We also hold team outings, virtual team events, and holiday celebrations.



Financial & Family Overview



Life Service Resources

itelligence offers employees access to Life Service Resources such as funeral planning, travel emergency assistance, identity theft assistance, and legal or financial planning.

401(k) Retirement Savings

itelligence offers a 401(k) Savings Plan. Participants are 100% vested in their account funds beginning upon date of participation.

Employee Assistance Programs

itelligence offers employees access to our confidential Employee Assistance Programs. Emotional, financial, addiction, and legal topics are examples of included consultations.

Student Loan Repayment Services

itelligence makes monthly repayments to our employee's student loan providers in order to assist with financial hardships caused by their student loan debt.

Paid Parental Leave

itelligence has strong family values and offers paid parental leave for employees.

Dependent Care Spending Account

itelligence offers employees the option to select a Dependent Care Flexible Spending Account. This account can be used to pay for child care expenses.



Other Perks



Giving Back

itelligence offers employees a paid day of volunteer service to help give back to our community. We also offer a charitable gift matching program.

Phone Stipend & Local Discounts

itelligence offers a \$50 stipend for employee phone plans. We also provide local ticket discounts ranging from the zoo to the movie theater.

Growth and Development Programs

itelligence opportunities for learning include, but are not limited to: LinkedIn Learning licenses for all employees, access to SAP Learning Programs (OpenSAP, PartnerEdge, Learning Hub Professional Edition), a Women's Mentorship Program, and more.

Maintaining Certifications

itelligence offers employees the ability to pursue and maintain professional certifications (SAP-focused and other certifications as needed by position).