



Core Benefits

Grow your career with ICF United States. We offer benefits that are both competitive and compliant with the law and in-country requirements.

About ICF

ICF (NASDAQ:ICFI) is a global consulting services company with over 5,000 specialized experts, but we are not your typical consultants. At ICF, business analysts and policy specialists work together with digital strategists, data scientists and creatives. We combine unmatched industry expertise with cutting-edge engagement capabilities to help organizations solve their most complex challenges. Since 1969, public and private sector clients have worked with ICF to navigate change and shape the future. Learn more at [icf.com](https://www.icf.com).

For more information, visit:

[ICF in the Americas](https://www.icf.com)

ICF in the Americas: United States*

Health Care

- Medical Plan
- Dental Plan
- Tax Savings Accounts
- Vision Plan

Retirement

- 401(k) Retirement Plan

Life Insurance and Disability

- Accidental Death and Dismemberment
- Business Travel Accident
- Life Insurance
- Long-Term Disability
- Short-Term Disability

Annual Leave

- 10 Holidays
- 17 Vacation Days
- Bereavement Leave
- Military Leave

Other

- Adoption Assistance
- Bicycle Subsidy
- Commuter Benefits
- Convenience Services and Referrals
- Education Assistance
- Employee Assistance Program
- Employee Discount Programs
- Employee Stock Purchase Plan
- Professional Development
- Travel Assistance
- Tuition Reimbursement

*Benefits listed above are offered to ICF employees based in the 50 US States only.

