

When you join Phathom, you join the Phathom Phamily.

That means you receive benefits and perks that support you through all stages of life – the good, the challenging, and everything in between. These benefits aren't only extended to you. They cover all the people who *you* consider family. When you join Phathom, your family becomes our Phamily, meaning that we enable employees to define who that includes and extend coverage to them as well. It's part of our mission to be an inclusive, equitable, and flexible employer.



Parental

Comprehensive benefits and flexible policies to support new and existing families throughout all facets of life.



Health & Wellness

Physical and mental support for you and your family, to help you rest, recover, and stay healthy.



Assistance

Support for all employees through whatever life changes they may experience, from self improvement to setbacks.



Multifaceted

Diverse benefits to support a diverse workforce; we aim to understand and accommodate our Phamily's needs both in and out of the office.



Improvement

Encouraging continual career development with benefits designed to promote and encourage professional success.



Life Changing

Flexible and inclusive leave policies to help you care for loved ones, adjust to life changes, or spend time where you're needed most.



You

When it comes to supporting YOU, there's no one-size-fits-all. Our policies, benefits and resources always evolve to fit our inclusive culture.



Parental Leave Programs

We offer 14 weeks of paid leave for parents to readjust, bond with, care for their new child. Our Bridge Back program allows new parents to return to work at their own pace.

Adoption & Surrogacy Reimbursement

Reimbursement offered to employees to help offset the costs associated with child adoption or surrogacy.



Extended Covered Services

Our health plans go beyond the basics to cover services for infertility, hearing aids, gender affirmation, medical equipment, genetic screening for hereditary risks and more.

Home Healthcare Support

We offer assistance covering home healthcare services for the treatment of various mental and physical conditions.



Health & Wellness Reimbursements

Phathom's annual health & wellness reimbursement helps to offset costs related to your unique and personal wellness goals, keeping our Phamily fit and healthy.

Mental Health Services

Phathom has partnered with providers who understand that everyone is different and as such, address mental wellbeing to match everyone's unique situation.



Flexible Work Schedule

To help employees tackle the demands of juggling work, family, and personal obligations, we offer flexible work arrangements.

Inclusive Family Coverage

Phathom recognizes that our employees come from diverse families and living situations. Our benefits cover *all* of your legal partners and dependents to make sure your entire family is protected.



Professional Development

We all have areas in which we can improve, and employees are encouraged to seek opportunities for professional development to address their unique growth area and learn new ways to help lead Phathom into the future.

Employee Recognition

Colleagues are rewarded and celebrated for living our values and for all of their accomplishments - big and small - across the organization.



Paid Caregiver Leave

Since family comes first, Flexible Paid Caregiver Leave is available for any employee that needs time away to care for a loved one.

Bereavement & Unexpected Life Event Leave

Employees are encouraged to take the time they need away from work amidst any loss or life changing event.