POCKETBOOK
STRATEGIES

Pocketbook Strategies

Benefits Guide

2026

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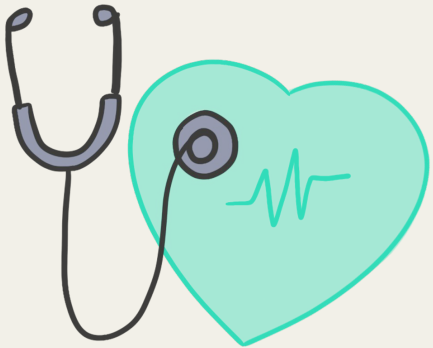


Health & Wellness Benefits

Medical, Dental & Vision Coverage
100% employer-paid medical, dental, and vision coverage.

Dependent Coverage
40% employer-paid coverage for dependents.

Medical Plan
Platinum Anthem low-deductible medical plan.

Vision & Dental Plans
Guardian Vision (VSP) and Guardian Dental coverage.

HealthiestYou Membership

Life Insurance
With $25,000 in coverage.

Flexible Spending Account (FSA)
With a $500 annual employer contribution.

Retirement Match & Profit Sharing

401(k) Retirement Plan

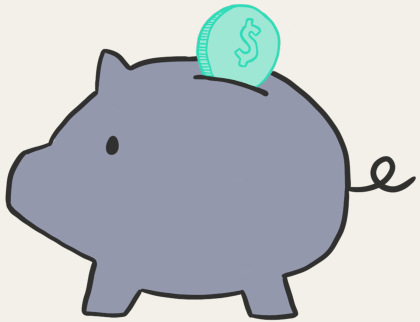
Vestwell 401(k) with 4% employer contribution.

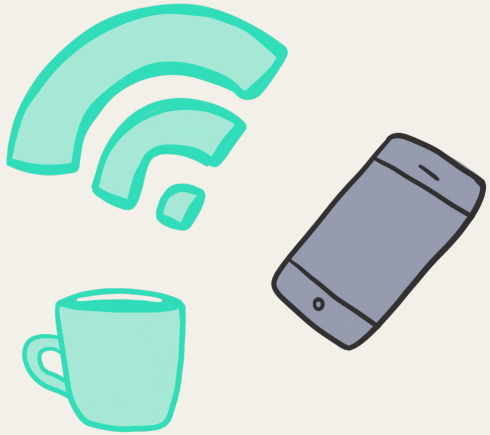
Profit Sharing

Annual profit sharing, determined by the company's profit margin.

Company-Provided Financial Planning Sessions

Access to financial planning sessions through Planning for Progress.





Stipends & Remote Work Support

Monthly Cell Phone & Internet Reimbursement

$100 per month to cover cell phone and internet expenses.

Monthly Food & Snacks Stipend

$100 per month for food, snacks, and related expenses.
May be increased as needed during periods of high stress or increased workload.

Remote Office Equipment

Pocketbook provides the following remote office equipment to support your at-home workspace:

- Computer
- Monitor
- Keyboard
- Mouse

Annual Remote Office Stipend

$500 annual stipend (including in your first year of employment) to upgrade your remote workspace.

Paid Time Off & Holidays

Paid Time Off

20 days of PTO
2 days floating holiday
6 sick days

Holidays Observed

New Year's Day
Martin Luther King, Jr. Day
President's Day
Cesar Chavez Day (March 31)
Memorial Day
Juneteenth Independence Day
Independence Day
Labor Day
Columbus Day
Veteran's Day
Thanksgiving & the Friday after
Christmas Eve & Day
New Years Eve

PTO Blackout Dates

No more than 16 hours of PTO may be used and no more than 8 hours may be used consecutively.

Pocketbook has various blackout dates that are decided on a departmental basis according to external deadlines.

Blackout dates are set in Q1 for the following 12 months and are revisited annually.

Professional Development

Annual Allowance

$2,500 per year for professional development.

Additional Opportunities

Additional personalized opportunities — such as coaching or a paid mentor — are available through discussion, if desired or needed.