



# Employee Benefits

US Team



# About

At Instant Impact, we're committed to our employees **mental and physical wellbeing** inside and outside of work.

That's why we've developed a variety of benefits using feedback from our team on benefits they would **genuinely value**.

Turn the pages of our benefits guide to learn more about what we have to offer.

The logo for Instant Impact, featuring the words "instant" and "impact" stacked vertically in a bold, blue, lowercase sans-serif font. The background of the slide features a large, stylized graphic of a book with white pages and a blue cover, positioned on the right side.

instant  
impact



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# Health & Wellbeing

Our **Health & Wellbeing** Benefits are designed to support you inside and outside of work.

From flexible working, through to medical expenses, we're committed to ensuring our team have all of the **mental and physical support** they need.



**Employee Wellbeing**  
We have monthly wellness themes and have qualified mental health first aiders to support if needed.



**Generous Holiday Allowance**  
30 days holiday per year including federal holidays.



**Enrichment Day**  
Enjoy personal time for relaxation, volunteering, or hobbies. Your day, your choice.



**Work Anywhere**  
Enjoy up to 4 weeks working remotely anywhere in the world. Or use with leave to extend a trip.



**Dental Insurance**  
Dental Insurance provided through Guardian Dental.



**Flexible Working**  
Build your schedule around clients and personal needs with our adaptable work hours.



**Healthcare Plan**  
Competitive contribution toward a Vision Health Care Plan, plus FSA with annual contribution.



# Personal Development



## **Your Progression**

Transparent performance-based progression and pay structure.



## **10% Improvement Time**

Enhance yourself, client knowledge, or Instant Impact expertise each week through reading, training, coaching, external learning, etc.



## **Learning & Development**

We're big on personal growth. Access internal & external training to boost your skills. Benefit from regular best practice sessions and coaching.



## **Bespoke Leadership & Management Programme**

We have a bespoke Leadership & Management programme, designed and delivered in-house by our Learning & Development Manager to elevate your progression.



## **Annual Budget**

Enjoy \$650 to spend every year on training courses, qualifications, or anything else you need to grow.

# Financial Wellbeing

Instant Impact are committed to providing **market-leading** remuneration packages and commission.

We operate with an **open door policy** and always encourage feedback. If there's something you'd value in our benefits guide, just let us know!



## Share Options

Senior team members will receive share options and own part of the business we are building.



## Home Office Budget

We provide tech, plus a \$250 home office budget for optimal remote work.



## Financial Freedom

Earn competitive pay raises and bonuses through performance and progression.

# Social Wellbeing



**Mid-Year Event**  
A chance for the team to get together to celebrate wins and have fun together!



**New Child Gift**  
Spa day voucher for both parents upon welcoming a new child!



**Monthly Incentives**  
Chances to win team dinners, vouchers, and so much more every month.



**First Home Gift**  
\$1350 toward buying new furniture or décor when purchasing your first home.



**Engagement Gift**  
Celebratory dinner on us for you and your partner upon getting engaged.



**Work Anniversaries**  
2+ year anniversaries are celebrated with an annual gift.



# Extra Recognition



## **Instant Recognition**

Receive hampers, gift cards and more through our Instant Recognition Rewards!



## **Values Champions**

Chosen by peers for embodying our values. Quarterly winner gets a dinner budget up to the value of \$120, and are then entered into a draw to win a trip to anywhere in the world!



## **Values Voyage**

All Values Champions are in with the chance of winning a return flight to anywhere in the world!



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