



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 white arrow pointing to the right, with a blue outline and a drop shadow effect.

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.





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



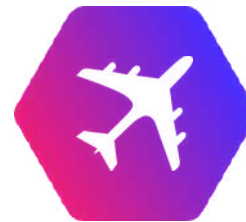
Instant Recognition

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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A large, stylized graphic element on the right side of the page, consisting of several overlapping, curved, light grey shapes that create a sense of depth and movement, pointing towards the logo.

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