



When it comes to benefits,
we believe in better.

A Curious Take on Benefits

Let's take a closer look at what Curious Plot offers in five key areas.

We think our benefits are pretty great. But don't just take our word for it. Research from one of the nation's leading employee engagement firms backs us up. In a 2022 survey by Quantum Research¹, Curious Plot rated 23 points higher than other companies of our size regarding overall benefits.

When it comes to benefits, five key factors drive prospective employee consideration and current employee retention, according to a 2021 article by Glassdoor²:

- Flexible work environment.
- Medical, dental and vision insurance.
- Retirement benefits.
- Group life insurance.
- Wellness programs.

✓ Key benefit #1: Flexible work environment.

At Curious Plot, we continually work to strike the right balance of work from home and work in the office. Our goal is to create a collaborative and productive environment for team members.

We offer a flexible work environment and can tailor to meet individual team member needs to support family and other personal priorities unique to them. Compensation packages are tailored for both full-time and part-time positions.

Other related benefits in this category:

- Summer Fridays: Friday afternoons off from Memorial Day to Labor Day.
 - Team members are still required to work at least 40 hours each week.
- No-meetings Friday afternoons. We allow team members a quiet afternoon to finish up their work and get prepared for the new week.
- Generous time-off benefits including 10 paid company holidays and variable vacation days.
- Vacation accrual and rollover to the next year up to 40 hours maximum.
- Sick time accrual and rollover to the next year up to 520 hours maximum.

✓ Key benefit #2:

Medical, dental and vision insurance.

Curious Plot has adopted a novel and emerging approach to employee insurance coverage called the Individual Coverage Health Reimbursement Arrangement (ICHRA) that gives each employee a variety of options unique to their ZIP code location for health care coverage. This approach mirrors the options available to Americans via the federal Healthcare Marketplace, which offers maximum flexibility and the ability to dial up or dial down coverage to suit an individual's needs.

The ICHRA approach has been a big success. According to a survey by PeopleKeep Inc., a leading company focused on health care reimbursement arrangements, 90% of employers planned to renew their ICHRA benefit in 2024.

"The ICHRA gives the employee maximum choice," says Claire Brockbank, CEO of Peak Health Alliance, Keystone, Colorado.

Under the ICHRA approach, Curious Plot contributes to an employee's health care premiums via ICHRA allowances included in every paycheck. Of course, the plans offer coverage to spouses/domestic partners and families as well. Sometimes, it really is all about you, and our ICHRA offering acknowledges that.

Other related benefits in this category:

- Curious Plot reimburses employee health care coverage at variable rates depending on plan and geography at a range of 70-100%.
- Curious Plot provides an allowance for employees to shop for customized health care coverage.
- Curious Plot covers 80% of premium costs for employee vision and dental plans.
- HSA and FSA contribution options available.
- Complimentary employee assistance program available to all employees.

✓ Key benefit #3: Retirement benefits.

As much as we know you're going to love it here, nobody wants to work forever. And that's where retirement benefits come in. Curious Plot offers a comprehensive 401(k) retirement plan with 3% salary contribution by the company for eligible employees. Fund contributions, from both Curious Plot and employees, are 100% vested at time of contribution. Whether or not a team member contributes to the plan, Curious Plot will invest.

✓ Key benefit #4: Group life insurance.

As much as we like to think we'll live forever, each of us has to plan for the alternative. It's just one of the many "adulting" burdens we must bear. Don't worry: Curious Plot has you covered. Curious Plot provides \$50,000 in employee life insurance coverage with premiums covered 100% by the company. In addition, we provide accidental death and dismemberment, short- and long-term disability coverage, once again with premiums covered 100% by Curious Plot. We sincerely hope you never have to use any of these benefits, but you can rest assured they're there if needed.

✓ Key benefit #5: Wellness programs.

When it comes to wellness, we do it really well. It's simple: Well employees do awesome work, which in turns means great results for our clients, which ultimately means business success for Curious Plot. Win-win-win!

In addition to a flexible work environment – acknowledged by experts as a key wellness driver – Curious Plot engages experts in mental health and stress management to give our team tips and tools, making for not only a better workplace experience, but a better life overall. Eligible full-time team members may participate in our complimentary



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employee assistance program (EAP) immediately upon hire. Consultation areas include financial services; childcare and elder care assistance; identity theft recovery services; legal services and daily living services e.g., marriage; relationship and family problems; stress and anxiety; alcohol and drug dependency; and health and wellness concerns.

Other related benefits in this category all available at our headquarters location:

- On-site, state-of-the-art fitness and wellness center, free of charge.
- On-site medical including primary care physicians, nurses, etc.
- On-site restaurants and micro market with healthy choices.

But wait, there's more!

You didn't think we were going to stop at just five key benefits, did you? Here are some of the other benefits that make us such a great destination employer:

People first.

- Career pathing support that truly goes above and beyond standard evaluation and goal setting. This initiative is designed to help our team members grow, guided by a clear mission. Regardless of the duration of an employee's time at Curious Plot, our goal is that they will have grown and developed personally and professionally because of the support we provided.
- Paid parental leave for our moms and our dads.

- An empowered Culture Committee charged with driving team member connectivity and engagement through fun activities, team-building events and – on occasion – free food!
- An empowered DEI team charged with driving diversity, equity and inclusion within our agency.
- Tuition reimbursement.
- Commuter benefits.
- Allocated budgets to support team building and professional development.

Show me the money.

- A lucrative bonus incentive program is available for all qualified full-time employees based upon the financial success of the agency.
- "5 for 5" program: \$5,000 bonus paid on an employee's fifth service anniversary.
- \$1,500 bonus for talent referrals. P.S. There's no limit on these referral bonuses.
- Complimentary financial planning services available to all employees.

For more information about working at Curious Plot and to see current openings, visit us at curiousplot.agency.

¹ 2022 Survey of Employee Benefits, Minnesota results, by Quantum Research.

² "5 Awesome Job Benefits That Attract Quality Candidates," published May 1, 2021, by Glassdoor.