

A Curious Take ON BENEFITS

Benefits are benefits are benefits. Right? *Not so fast.*
The fact is, not all benefits are created equal.

In fact, we think our benefits are pretty great. But don't just take our word for it. Research from leading benefits organizations shows that the benefits employees care about most include flexible work arrangements, comprehensive health, retirement and well-being programs, and meaningful paid time off. In the *SHRM 2024 Employee Benefits Survey*, flexible work was rated as one of the top priorities for employers and employees alike¹, and *PeopleKeep's 2024 survey* found that 81% of employees consider a strong benefits package an important factor in whether they accept a job². These trends reinforce our own approach to benefits design, aligning what team members want with what we proudly offer.

Let's take a closer look at benefits available to Curious Plot team members. 



Time off and sustainable work practices.

At Curious Plot, we believe strong performance requires time to rest and recharge. Our time-off and scheduling practices are designed to support personal well-being while ensuring teams can deliver consistent, high-quality work for our clients.

We offer paid time-off benefits and workplace practices that encourage balance, flexibility and sustainable workloads. Compensation and work arrangements are available for both full-time and part-time roles, and certain arrangements may be tailored on a case-by-case basis to support individual and family needs.

Benefits and practices include:

- Summer Fridays — Friday afternoons off from Memorial Day through Labor Day.
- No internal meetings scheduled on Friday afternoons, allowing focused time to complete work and prepare for the upcoming week.
- Ten paid company holidays.
- Vacation time with accrual and rollover to the following year.
- Sick time with accrual and rollover to the following year.

Medical, dental and vision insurance.

- Curious Plot covers 80% of premium costs for employees' and their families' vision and dental plans.
- We offer three group medical plan options.
- HSA and FSA contribution options are available.
- Complimentary employee assistance programs are available to all employees.

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 Curious Plot 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.

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, as well as short-term 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.

Well-being and work flexibility.

At Curious Plot, flexibility means giving our team members autonomy while staying connected to each other and to our clients. Our hybrid model asks employees who live within 60 miles of an office to work in-person an average of eight days per month, creating regular and essential opportunities for collaboration, learning and relationship-building.

Rather than tracking hours by the clock, we set clear utilization and workload expectations for every role. Team members work with their managers and project teams to manage their time in a way that ensures work is delivered on time, at high quality and with accountability—while still allowing flexibility in how and when work gets done.



Curious?





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 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, include:

- 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!

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 DEIB team charged with driving diversity, equity, inclusion and belonging within our agency.
- Tuition reimbursement.
- Commuter benefits.

Show me the money.

- "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.
- Competitive salaries based upon nationwide pay banding.

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

