

**everybody**

# Working with Everybody





**everybody**

# Our People Matter

Great work comes from making sure we are a diverse, inclusive, representative, and equitable employer where people can bring their authentic selves to work, so we make employee wellness a top priority. Our benefits are designed to help you thrive - at work and away.





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# Finding a Healthy Balance

Work is just one part of your life.  
Our working policies give the flexibility  
to find a work/life balance that suits you.



# Finding a Healthy Balance



## Flexible Start and Finish Times

We offer working days that fit real lives with flexible start times between 8-10am and finish times between 4:30-6:30pm.



## Hybrid Working Model

Choose when to be in the office and when to work from home. And if you need help getting your home office set up, we're on hand to help with everything from money towards equipment to IT support.



## Work from Anywhere

For six weeks out of the year, you can work from anywhere in the world without needing to attend in-person meetings or events. Different time zone? We'll work with you to manage meetings and deadlines wherever you are.



## Paid Time Off

With 18 vacation days, you'll have time to recharge. We also offer paid sick leave in addition to annual leave for you to ensure your wellbeing is a top priority.



## Public Holidays

We observe 8 US public holidays and offer 3 floating holiday days to use as you wish.



## Parental Leave

We offer an enhanced leave package, for all parents, with paid maternity and paternity leave, and provide guidance and coaching support to help ease the return to work after having a baby.



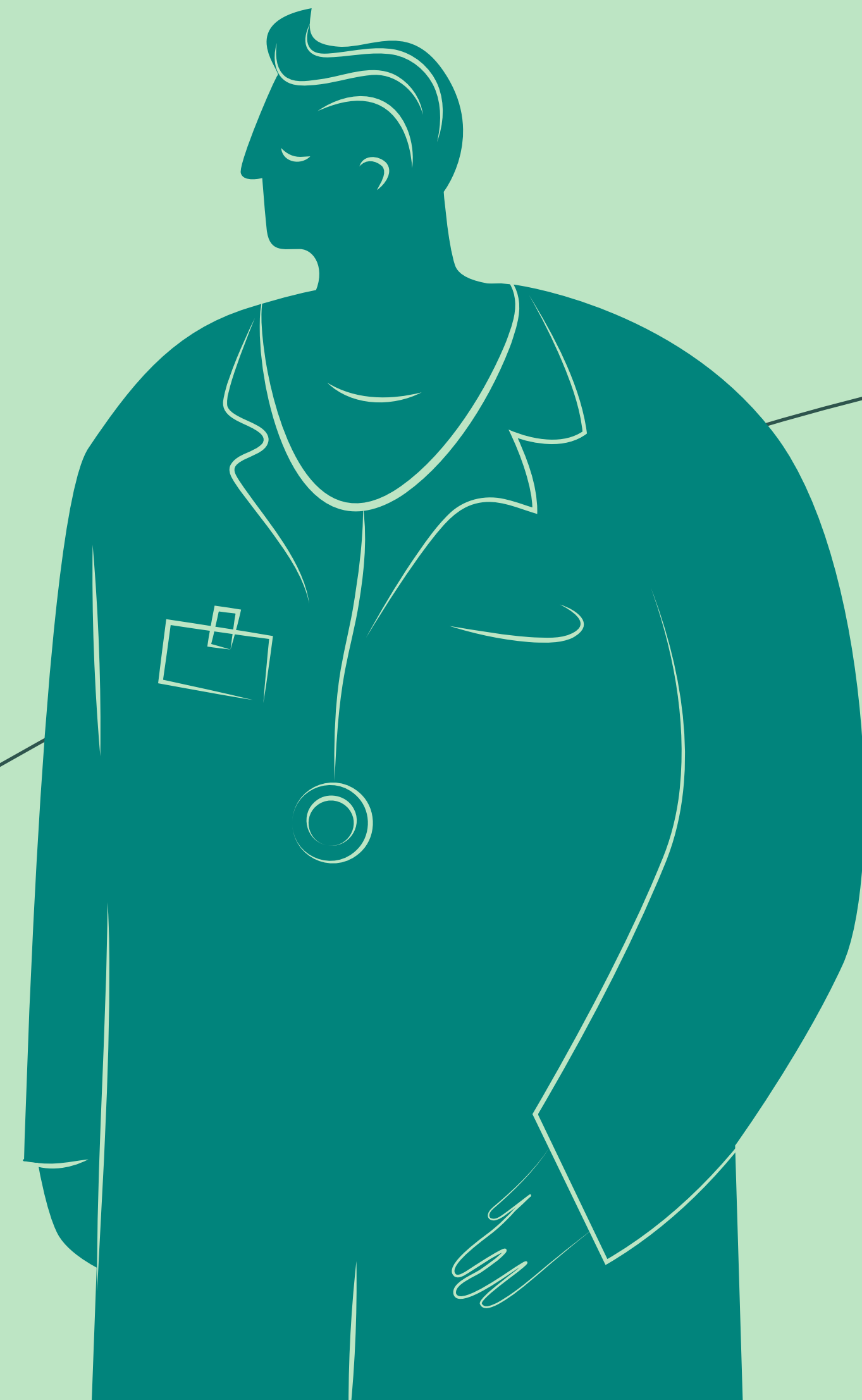
## Flexibility and Support for Caregivers

Working and being a caregiver can be hard, whether it's as a parent or looking after a loved one. Our flexible working and employee assistance policies help you be there for the people who rely on you.

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# Happy Mind and Body

Your wellness is important to us, so we've implemented a set of wellbeing policies to help everybody keep happy and well.



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# Happy Mind and Body



## Private Medical Plan

We offer affordable health and vision insurance plans and benefits to support your wellbeing.



## Employee Assistance

Our employee assistance program gives you access to health and emotional support, from counseling to financial advice.



## Wellbeing allowance

We offer two options for our wellbeing allowance to ensure that you have the flexibility to choose what works best for you.

You can choose between monthly ClassPass credits or a quarterly health and wellbeing allowance to put towards anything that makes your life better.



## Wellbeing initiatives

We have an in-house Wellbeing Champion and a wellbeing committee that advise on how to improve our work environment and provide wellbeing at work training. We also offer regular wellbeing initiatives that focus on practical ways to improve mental and physical health.

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# Everybody Benefits

When the company wins, everybody wins – so we offer plenty of incentives to keep you motivated.



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# Everybody Benefits



## **Bonus**

We share success. Every year, we award bonuses based on individual and company performance.



## **Retirement Plan**

You'll be eligible to participate in our 401(k) plan which includes a company match of 100% of the 3% compensation, plus 50% of the next 2% compensation.



## **Referral Award**

Know someone who would be a good fit for Everybody? We offer a \$1,200 award for any successful employee referral.



## **Connection Days and Socials**

Our quarterly connection days are a chance to come together and share in wellness initiatives, company updates, and have some fun. Twice a year, our fantastic social committee organizes a company social to end our connection days in style.



## **Team Socials**

We're all stronger as part of a team. Our quarterly team social allowance gives you a chance to spend time together having fun.



## **Professional Development**

We offer regular internal and external training opportunities so you can shape your professional development. Our partnership with OpenBlend, which emphasizes a strengths-first approach, also empowers you to track success and support your own career growth.



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# Like What You See?

**Get in touch**

We're always looking for smart,  
ambitious people to join our team.

[careers@everybodyagency.com](mailto:careers@everybodyagency.com)

[www.everybodyagency.com](http://www.everybodyagency.com)

