

Connected Age Marketing & Media Services: Comprehensive Employee Benefits Guide

At **Connected Age Marketing & Media Services**, we believe in setting a new standard for employee benefits—one that **empowers every individual within our team to thrive professionally and personally**. We don't just talk about valuing employees; we embed that value into every aspect of our operations. From our **transparent profit-sharing structure** to the **world-class benefits package** that grows alongside the company's success, our approach is designed to make every employee feel like a vital part of our journey.

This isn't just about staying competitive in the job market. It's about building a company culture where **people are motivated to stay for decades, not just a few years**. We firmly believe that a **happy, supported, and thriving team** is the foundation of a successful company. And we're putting our money where our mouth is: committing over **10% of net profits to direct employee benefits** while maintaining **equal access to these benefits across all roles**.

Why We're Different

Most companies reserve their best perks for executives, leaving entry-level and mid-level employees with the bare minimum. At Connected Age Marketing & Media Services, we take the opposite approach:

- **Every employee—regardless of role—receives the same exceptional benefits package.**
- Our goal is to allocate over **\$20,000 annually per employee** in benefits alone, a figure that rivals or exceeds compensation packages at most Fortune 500 companies.
- These benefits are **not static**; as the company grows, so does the scope and value of our perks.

This philosophy isn't just about compensation. It's about creating a workplace where **employees feel valued, supported, and equipped for success—both professionally and personally**. Our **transparent benefits structure** ensures that every team member knows exactly how their contributions fuel their rewards.

Our Comprehensive Benefits Package

Our benefits program is **carefully crafted to address every dimension of employee well-being**, from physical health to mental wellness, financial security, and even leisure. Here's an in-depth look at the benefits we offer, including the thought process behind each one.

1. Comprehensive Insurance Benefits

What It Covers:

- **Full medical, dental, and vision insurance** for employees and their families, paid 100% by the company.
- Medical coverage includes **preventative care, annual checkups, specialist visits, emergency care, surgeries, prescriptions, and mental health services.**
- Dental insurance includes **routine cleanings, fillings, orthodontics, and advanced procedures like implants and crowns.**
- Vision insurance covers **eye exams, glasses, and contact lenses, ensuring employees and their families have clear access to care.**
- **Low deductibles and copays**, making healthcare affordable and accessible for everyone.

Why It Matters:

Healthcare is a fundamental need, and our employees should never have to worry about how they'll afford essential care. By providing **comprehensive, fully covered insurance**, we remove the financial stress that comes with medical expenses.

2. Retirement Contributions

What It Includes:

- **1-to-1 matching for employee retirement contributions** (up to \$3,000 annually), allowing employees to double their savings effortlessly.
- Contributions can be made to **401(k) or other retirement accounts**, giving employees flexibility in planning for their future.

Why It Matters:

Planning for the future is essential, and we want our employees to feel confident about their long-term financial stability. By matching their contributions, we're directly supporting their ability to **build wealth for retirement.**

3. Health & Wellness

Mental Health Services (\$1,200 annually):

- **Access to fully covered counseling, therapy, and mental health resources**, ensuring emotional and psychological support.
- Unused mental health credits can be **transferred to other wellness benefits**, such as gym memberships.

Gym Memberships (\$600 annually):

- Covers **up to \$50/month** for gym memberships or fitness programs.
- Employees can transfer **mental health credits** to cover a more expensive fitness plan if desired.

Paid Sick Leave:

- Up to **40 hours annually** of paid sick leave, compensated at the **state minimum wage**.
- Sick leave can be used **flexibly**, in increments as needed, and unused time **rolls over into the next year**.

Why It Matters:

A healthy mind and body are essential for personal and professional success. By investing in **physical and mental wellness**, we help employees perform at their best while improving their quality of life.

4. Recreation and Leisure

Bi-Annual Company Events (\$750 per event, per employee):

- Events are designed to be **premium experiences**, such as ski trips, wine tastings, amusement park rentals, or luxury retreats.
- **Employees vote** on event ideas, ensuring that activities align with team preferences.

Paid Vacations (\$2,000 annually):

- Covers **vacation-related expenses** such as travel, accommodations, and leisure activities.
- Eligibility begins **after one year of employment**, fostering long-term commitment to the company.

Monthly Meal Vouchers (\$1,200 annually):

- Employees receive **\$100 Visa gift cards** each month, branded with the company logo.

- These vouchers can be used **at any restaurant**, offering employees a convenient and enjoyable dining experience.

 Why It Matters:

Recreation and leisure aren't just luxuries—they're essential for maintaining a **healthy work-life balance**. These benefits provide employees with opportunities to **celebrate their hard work and recharge**.

5. Expanded Benefits (Starting Year 6+)

 Paid Training (\$1,200 annually):

- Covers **career development, certifications, or skill-enhancing courses** that directly benefit employees' professional growth.

 Charitable Contributions (\$500 annually per employee):

- Employees can direct **company-sponsored donations** to the causes and organizations they care about most.

 Cultural Enrichment Fund (\$600 annually):

- Funds for employees to **explore hobbies, creative projects, or cultural activities**, such as museum memberships, art classes, or concerts.
- **No rollover—use it or lose it each year.**

 Home Office & Technology Upgrade Fund (\$2,000 annually):

- Covers **laptops, monitors, desks, ergonomic chairs, and other work-from-home essentials**.
- Eligibility begins **after one year of employment**, ensuring employees are invested in the company.
- **No rollover—unused funds are forfeited.**

 Why It Matters:

These benefits go beyond the basics, allowing employees to **invest in their personal passions and professional success** while contributing to causes they care about.

Milestones and Projected Timelines

Our benefits program is **strategically aligned with company growth**, ensuring we meet financial targets before rolling out additional perks. Here's how we achieve each milestone:

Milestone	What It Adds	Cost Per Employee	Net Profit Required	Achievable By
1: Insurance Benefits	Full health, dental, and vision insurance	\$7,500	\$3,075,000	Year 2
2: Retirement Matching	1-to-1 matching of retirement contributions	\$10,500	\$5,985,000	Year 3
3: Health & Wellness	Mental health, gym memberships, sick leave	\$13,300	\$10,374,000	Year 4
4: Recreation	Paid vacations, events, meal vouchers	\$16,150	\$16,615,000	Year 5
5: Expanded Benefits	Training, charity, cultural fund, tech upgrades	\$20,300	\$20,909,000	Year 6+

Why Transparency and Fairness Matter

At **Connected Age Marketing & Media Services**, we **don't cut corners** when it comes to our team. Transparency is embedded into every aspect of our benefits program, ensuring that employees understand:

- **Exactly how profits are distributed** to fund benefits.
- **When and how new perks are introduced**, based on company growth milestones.
- **Why equality matters**—every employee receives the same benefits, fostering a sense of fairness and community.

By investing in our team, we ensure that Connected Age Marketing & Media Services isn't just a job—it's **a place to grow, thrive, and stay for the long haul.**

✉ **Have questions about our benefits program? Reach out anytime! We're here to support you.**

