



Team Skidmore Benefits

for Full time, salaried employees

I've sat at those desks counting down the clock thinking I could be spending my time better elsewhere. That's why around here we believe in creating a work environment that empowers you to be the best version of you possible while making the highest quality contribution you have to give. Our philosophy - business built for life - isn't just for our clients, it's for us too! That's why our benefits are designed to enrich your life and contribute to you growing as a holistic person.

1. No Cap Bonus Plan

We wholeheartedly believe the success of our company is a collaborative effort as a whole. That's why it's important for us to celebrate that success as a whole. All eligible full-time, salaried employees will receive a year-end bonus when our company financial goals are met! That's right, when we all work together, we all reap the rewards! If (shall we say, when?!) we exceed those financial goals, the bonuses go up. There's no cap to your bonus potential!

2. Work where you work best

As individuals we naturally have a work environment in which we work best. For some that's at home on your couch in pjs. For others it's in the hustle and bustle of a coffee shop. For some, it's a collaborative working space amongst other Team Skidmore friends. We trust you to know where you are able to thrive and encourage you to work from that place, whether at home or elsewhere.

3. Work/Life Balance

This is a business built of life ... that means we gotta have a LIFE outside our work. Around here, when you aren't working you aren't working! Instead go enjoy those people and those activities that matter most! In the rare seasons when we require "all hands on deck", we make sure to build in adequate recovery time after.

4. Unlimited Paid time off

We all must carry our weight. Therefore, our measuring stick isn't in hours worked but in work completed. While we have a core value of excellence, we believe excellence requires self-care, rest and FUN! That's why we offer as much paid time off as needed to do your best work. Simply submit your request, cover your responsibilities while away, and go have some fun!

5. *Paid sabbatical*

I truly believe our best ideas come when we aren't "on". I've made sabbaticals a huge part of my business since 2014. I want you to have that same opportunity. Every three years, full-time employees are eligible to take a month (paid!) sabbatical. Go recharge those batteries!

6. *Paid Family Leave*

We love seeing your families grow and want to make sure you're able to enjoy each and every moment with your newest family member! That's why we provide six weeks of paid maternity leave and three weeks of paid paternity leave for eligible employees. Go love on those new additions whether biological or adoptive!

7. *Health Care Coverage Assistance*

We have a vested interest in you taking care of you! That's why we offer a health care stipend for each eligible employee to help offset the cost of health care coverage for you and your family.

8. *Complimentary Access to all products*

We LOVE getting to serve our clients and get addicted to seeing the transformations occur each and every day. We want you to love them just as much and see the impact in your own life! That's why, as a team member, you have complimentary access to all our courses and online products including my signature program, The Blueprint Model, and business continuing education inside the Creative Money Academy! Spouses are also given access to products, just ask and you shall receive!

9. *Team Retreats*

Those who dream together stick together! Around here we are pretty passionate about personal and business development. That's why we hire people who are too! Our company culture is full of dreamers, doers, and impact-makers. Once a year we get together as an entire team to plan together, dream together and grow together! It's pretty rad!

10. *Professional Development budget*

We reward initiative and the desire to grow. That means, if you want to get better at your job, we want to assist you in doing so! As a whole, the company has a professional development budget. That means we will work alongside you to determine what skills or tools would help you do your work better, and then we'll make it happen!