

FULL FOCUS

COMPANY BENEFITS



AVAILABLE FOR FULL-TIME, SALARIED EMPLOYEES

At Full Focus, we believe that we're at our best at work when we're at our best as people. Because of that, our benefits aren't merely benefits. They're how our core company values—such as intentional margin, unyielding integrity, and continuous growth—come to life. Every item on this list is intended to empower you and your family to develop and transform.



1. TIERED BONUS INCENTIVE PLANS

To achieve success, we all have to work together. That's why we share in our success together, too. All eligible full-time employees will receive generous year-end bonuses when we reach our annual financial goals at one of three levels: base, target, or superior achievements.



2. 401(k)

We know our greatest asset is our team. That's why we provide our eligible full-time employees the opportunity to enroll in our 401(k) plan to save for the future.



3. PREMIUM HEALTH CARE COVERAGE

Healthy employees are happy employees, so we cover 100% of your monthly health care premium for your medical, dental, and vision plan — which saves our employees \$6,000 on average every year. We then cover 50% of your dependents' premium.



4. SUPPLEMENTAL INSURANCE

We know how important it is to give our employees the opportunity to obtain the "double win" in their lives— to win at work and succeed at life— so we provide amazing, affordable supplemental insurance options allowing them to take advantage of group rates for life insurance, cancer insurance, and accident insurance through AFLAC. These insurance options are totally optional, but a benefit we celebrate and encourage.



5. GENEROUS PTO

We expect our team members to deliver exceptional results, and we reward that contribution with extraordinary freedom. We know high-performing teams excel when they are healthy and well-rested. That's why in addition to our 9 company holidays, we allow our full-time employees to take up to 25 days (5 weeks) of time for themselves each year. Submit your request for PTO to your supervisor, make sure your responsibilities are covered, and have a great time away!



6. PAID SUMMER SABBATICAL

You know that feeling after taking a week off when your email and Slack messages seem about 3-feet long? We do too. So each summer, the whole company takes the same week off. That's a solid week of no work texts, emergency calls, and no mountains of messages to answer when you get back—because everybody's been offline.



7. PAID PARENTAL LEAVE

We celebrate strong families and parents who are present. That's why we go above and beyond the FMLA requirements to provide six (6) weeks of paid maternity leave and three (3) weeks of paid paternity leave for all full-time employees, effective 60 days after their start date. Employees are eligible for twelve (12) weeks of paid maternity leave and six (6) weeks of paid paternity leave after their first anniversary. This enables both biological or adoptive parents to bond with their new additions without trying to come back to work too soon.



8. THE 6-HOUR WORKDAY

At the beginning of the COVID-19 pandemic, Full Focus shifted to an abbreviated 6-hour workday as a proactive measure to better care for our team and prioritize people. Our team thrives with this freedom and we have added it as a long-term benefit for our full-time salaried staff. We continue to actively help our team reach the 6-hour workday through increased automation, training, and staffing.



9. FLEX WEDNESDAYS

We're all about autonomy, so every Wednesday you pick your hours. Are you a night owl? Start your workday late. Want to be done with your day by 10:00a, you're welcome to start early (but please, make sure you have coffee).



10. A PERFECT HYBRID: IN-PERSON & REMOTE WORK

We've created an intentional culture that promotes productivity, collaboration, and fun at work no matter where our team is physically located. We enjoy a primarily remote work environment so we have the autonomy to do our best and most focused work remotely, as well as the opportunity to collaborate and connect with the team weekly in [our beautiful co-working space](#).



11. COMPLIMENTARY ACCESS TO ALL PRODUCTS

We want our team members to experience the same transformation from our courses and other products our customers do. So, as a team member, you'll enjoy complimentary access to products like the Full Focus Planner, The Focused Leader Master Class, and more. Spouses are also given access to all digital products and the Full Focus Planner—just ask if you'd like something.



12. ALL TEAM WORKSHOPS

We're passionate about personal growth, and we hire people who are, too. Research shows that the ability to grow in one's job is a key predictor of professional satisfaction. So once a month we gather virtually for a couple of hours to discover new things about ourselves and each other. We cover topics like diversity and inclusion, the enneagram, life planning, personal goal setting, and productivity and rejuvenation hacks to allow our full-time team to successfully work an abbreviated 6 hour day.



13. DOUBLE WIN BONUS

We want our team to experience the benefit of winning at work and succeeding at life, so our full-time employees have access to an additional \$500 benefit annually to help realize the Double Win in their life. This Bonus covers self-care activities, including but not limited to, gym memberships, personal trainer expenses, chiropractic care, massages, book club memberships, therapy or counseling services, marriage retreats, acupuncture — you name it!



14. CULTURE AND CONNECTION

We know you're serious about both work and play. We have small groups made up of different teams, leadership levels, and demographics so our team can find fellowship and connect with both in-person and virtual pops-ups throughout the year, such as happy hours, book clubs, and virtual classes.



15. HEALTHIESTYOU, POWERED BY TELEDOK

We know how important it is to prioritize people in this new, changing landscape. That's why we're offering the HealthiestYou program to give our team and their dependents free access to the following \$0 copay services virtually:

- General Medical 24/7: Speak to a licensed doctor by phone or video 24/7.
- 2nd Opinion Medical Services: Get a 2nd opinion on an existing diagnosis or treatment.
- Mental Health: Talk to a therapist 7 days a week (certain restrictions apply to minor dependents)
- Dermatology: Upload photos of your condition and get a treatment plan from a dermatologist within 2 days.
- Nutrition: Assess clinical nutrition needs and develop a personalized program including meal plans & shopping guides with a registered dietician.