



# ICONICA PERKS

**WRITTEN BY  
AMANDA LUTZ**

- **1. Collaborative Teams**  
We are a team! Our collaborative team environment is one of the things that makes Iconica special. We are truly an integrated team of Architects, Engineers, Construction and Business professionals. Our teams are empowered to make the best decision for their project and they hold each other accountable for the decisions that are made and the work that needs to be done.
- **2. Your Opinion Matters**  
At Iconica every employee has a voice. We involve all staff members in our strategic planning process. Employees have an opportunity to join in the process of continuing to improve processes and continue to make Iconica great. In addition, we take an annual survey to ask employees to give their opinion on the vibe in the office and make any comments that they wish.

11  
REASONS  
WHY  
IT'S  
GREAT  
TO  
BE  
AN  
ICONICAN.



- 3. Dedication to Community Involvement

As a company we are dedicated to helping others in our community. Iconica allows employee's time off to volunteer for their favorite non-profit and also matches employee donations to their favorite charitable organization.

- 4. Dress for your Day

At Iconica we have no formal dress code. Employees can choose to wear what they like based on their day. If they have a client meeting they may dress more business casual. If they are in the office or on a job site that day they may be more casual. We trust employees to use their own judgement when choosing what to wear.

- 5. Family Friendly Environment

We are a family friendly environment and strive to have several events throughout the year where employees get to know each other's families on a personal level. This year we will be inviting children in for Take your Child to Work Day and we will be sponsoring a summer picnic for employees and their families. In addition, we offer paid parental leave and adoption assistance benefits.

- 6. Flexibility

All employees at Iconica are equipped for mobility. With laptops on hand we can work easily from any location, whether it be in the office, offsite or at home - wherever your day takes you. If you need to rearrange your schedule to make it to a kid's baseball game or school concert, get to a personal appointment or work from home for the day we understand and accommodate those needs whenever possible.





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- 7. Onsite Fitness: We have an onsite fitness facility complete with locker room access. We recently updated fitness room equipment and technology. This facility is available to employees and their families 24/7.
- 8. Training and Development: We encourage employee growth and professional development. We sponsor employee efforts to earn professional designations and licenses. We encourage promotion and advancement within the company. Iconica will consider any request for support for professional or personal growth if it is in alignment with Iconica's values.
- 9. Coffee, Coffee, Coffee Free coffee! Need I say more?
- 10. Fleet Vehicles  
We have several company vehicles for employees to use in order to go to and from job sites or other company meetings during the day. Employees can spare the wear and tear on their own vehicles.

**CAFFEINE IS A  
PERK, AND SO  
IS FITNESS,  
AND GIVING  
BACK!**



# EMPLOYEE PERKS



## 11. You are recognized.

We recognize employees for their efforts and dedication to Iconica. Whether it be through our value wall of fame or an anniversary celebration or an informal "thank you." We want all employees to know their work is appreciated and valued.