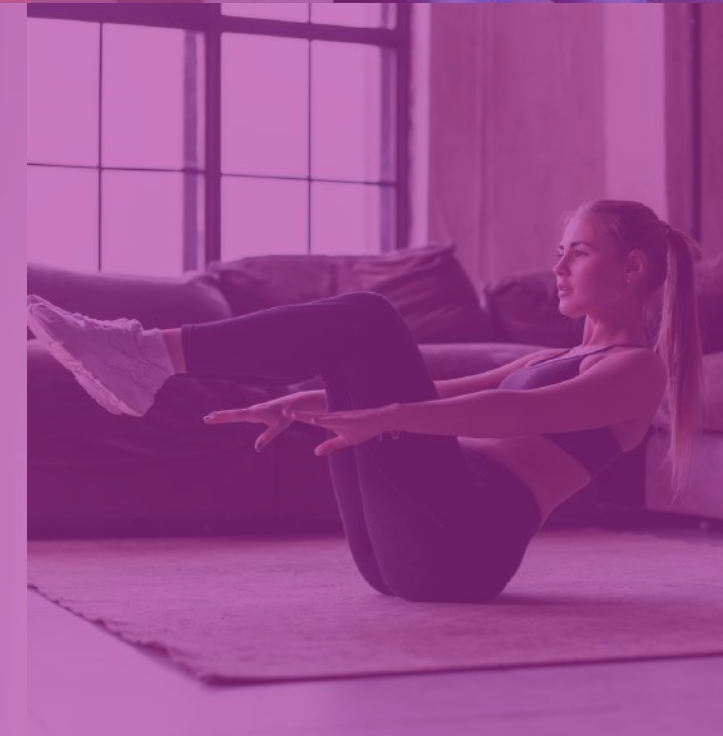


15 Perks to Support Canadian WFH Employees

January 2021



Beer on tap and a free salad bar don't mean much when you're stuck at home.

2020 forced all of us into unexpected situations, revealing new challenges that we never knew existed. 2021 has arrived, and as vaccines slowly loosen the pandemic's grip on our lives, a great rethinking of traditional office life is under way.

The professional world has been forced into adopting remote workforces and People First organizations are now thinking about how to best support their WFH teams, now and in a post-covid world. Budgets that were previously set aside for office spending can now be repurposed to provide employees with the tools they need to make their home offices as comfortable and productive as possible.

In the years to come when you're interviewing top talent to join your team, how will you answer the question:

"What did you do to support your employees during the pandemic?"





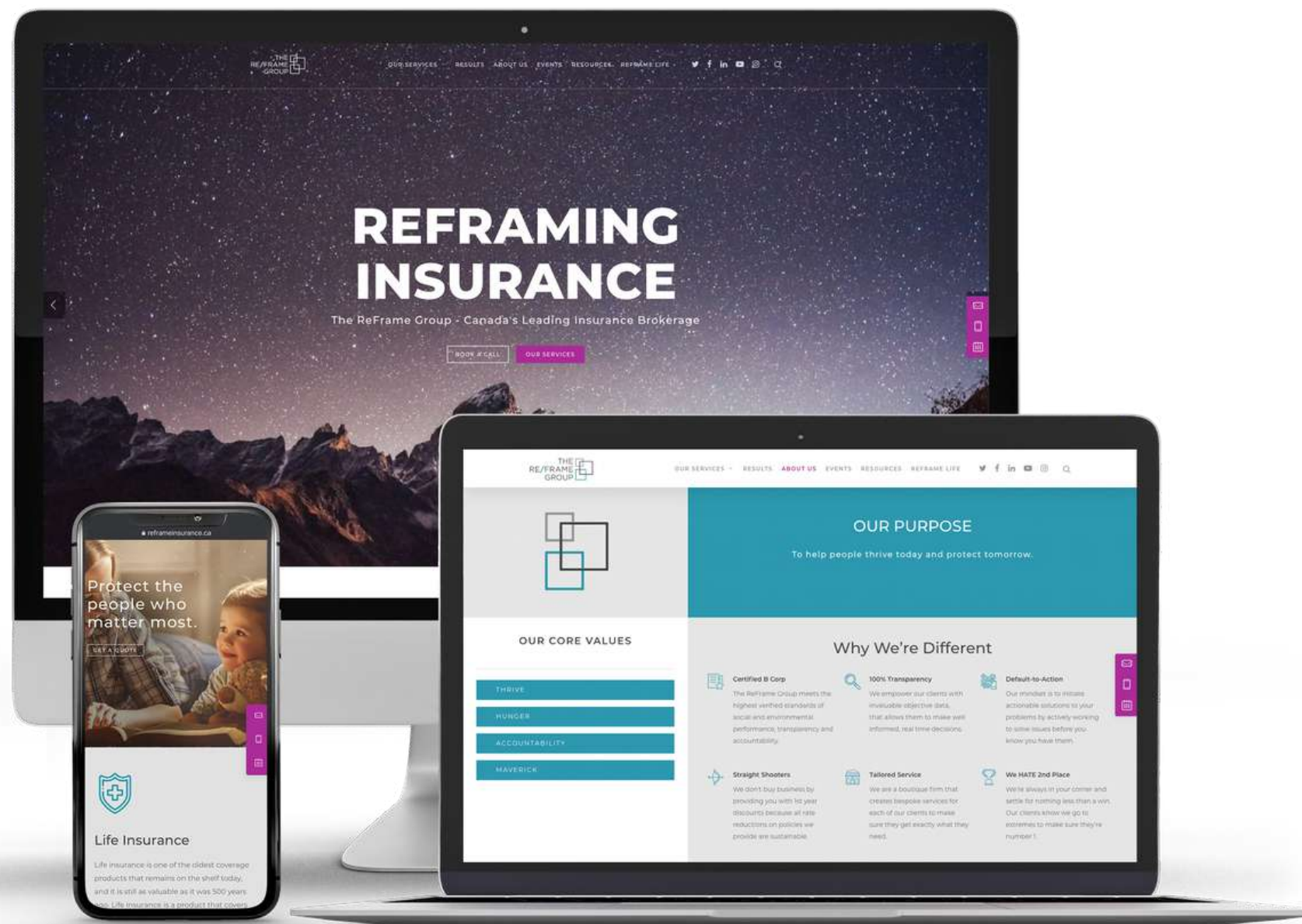
We help people **thrive** today and **protect** tomorrow.

Here at The ReFrame Group we live by a shared belief, that what we do matters and makes a difference. Our actions are directed by the intention of creating health, wealth and wellness for the people in our community as we strive towards the goal of making their lives better, easier and safer.

The design thinking approach behind our service challenges the assumptions often made in, and about, the insurance industry. We've redesigned how we measure success, placing our client relationships and service delivery at the pinnacle of our approach.

Co-create the perfect employee benefits plan or a personal financial plan that will bring you peace of mind.

We promise to make a difference you'll love.



Visit ReFrameInsurance.ca



For the Mind

- Insight Timer
- Luminosity
- Happify

For the Body

- Innovative Fitness
- Fresh Prep
- Skipper Otto

For the Home Office

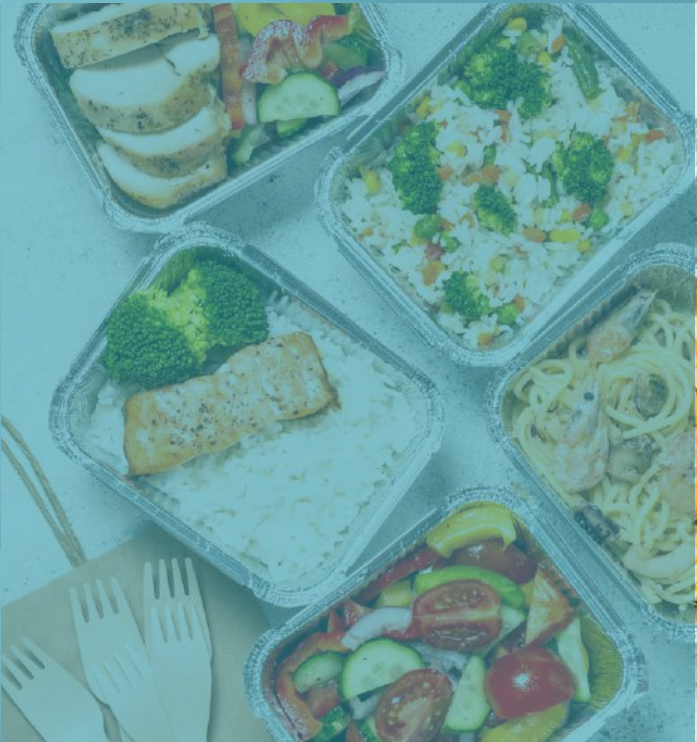
- Ugoburo
- Humanscale
- Fully

For Professional Growth

- Udemy
- Coursera
- Audible

Rewards

- Uber Eats
- Summerhill Pyramid Winery
- Saul Good Co.





For the Mind

On one side, it's never been harder for managers to support employees' wellbeing and keep track of tasks. On the other side, it's never been harder for employees to show their progress and contributions.

This situation causes anxiety on both sides.

And young parents without a dedicated room to set up their home office have it harder than the rest of us.

Management needs to have empathy for employees dealing with such a level of pressure and act upon it.

Meditation apps help but there's so much more out there.

Breathe in,
breathe out.



Meditation with Insight Timer

With mounting daily stresses often caused by external factors, our mental health is generally the first to suffer.

With Insight Timer, your employees get access to meditation programs that will help them reduce stress and anxiety, better focus and sleep better.

Visit Insight Timer 

PRICING:

30 day free trial

\$80 annually

Work out the brain with Luminosity

Luminosity is a popular app split into sessions of three games tailored to your goals: memory, attention, problem solving, processing speed or flexibility of thinking. The games are played against the clock and change every time. Developers say just one session a day can improve mental skills and users can track progress and compare performance with others. Luminosity for Teams is an innovative perk to challenge teams of 10-200 people.

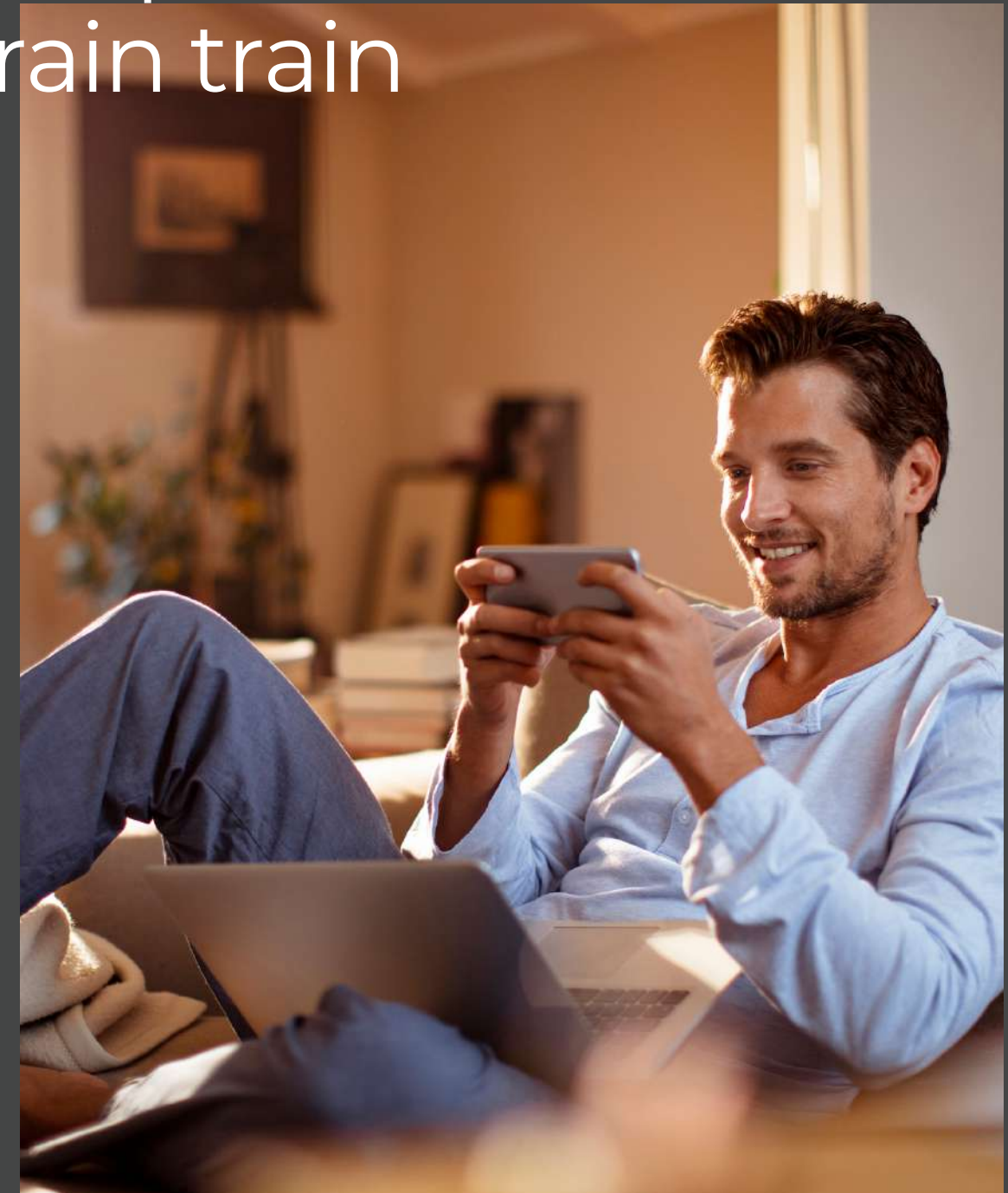
Visit Luminosity 

PRICING:

Freemium model (limited games & features)

\$15 per month / \$80 annually

Jump on the brain train



Conscious
care



Positive mindsets with Happify

How you feel matters! Whether you're feeling sad, anxious, or stressed, Happify brings you effective tools and programs to help you take control of your feelings and thoughts. Happify's proven techniques are developed by leading scientists and experts who've been studying evidence-based interventions in the fields of positive psychology, mindfulness, and cognitive behavioral therapy for decades.

Visit Happify 

PRICING:

Freemium model (limited features)

\$15 per month

For the Body

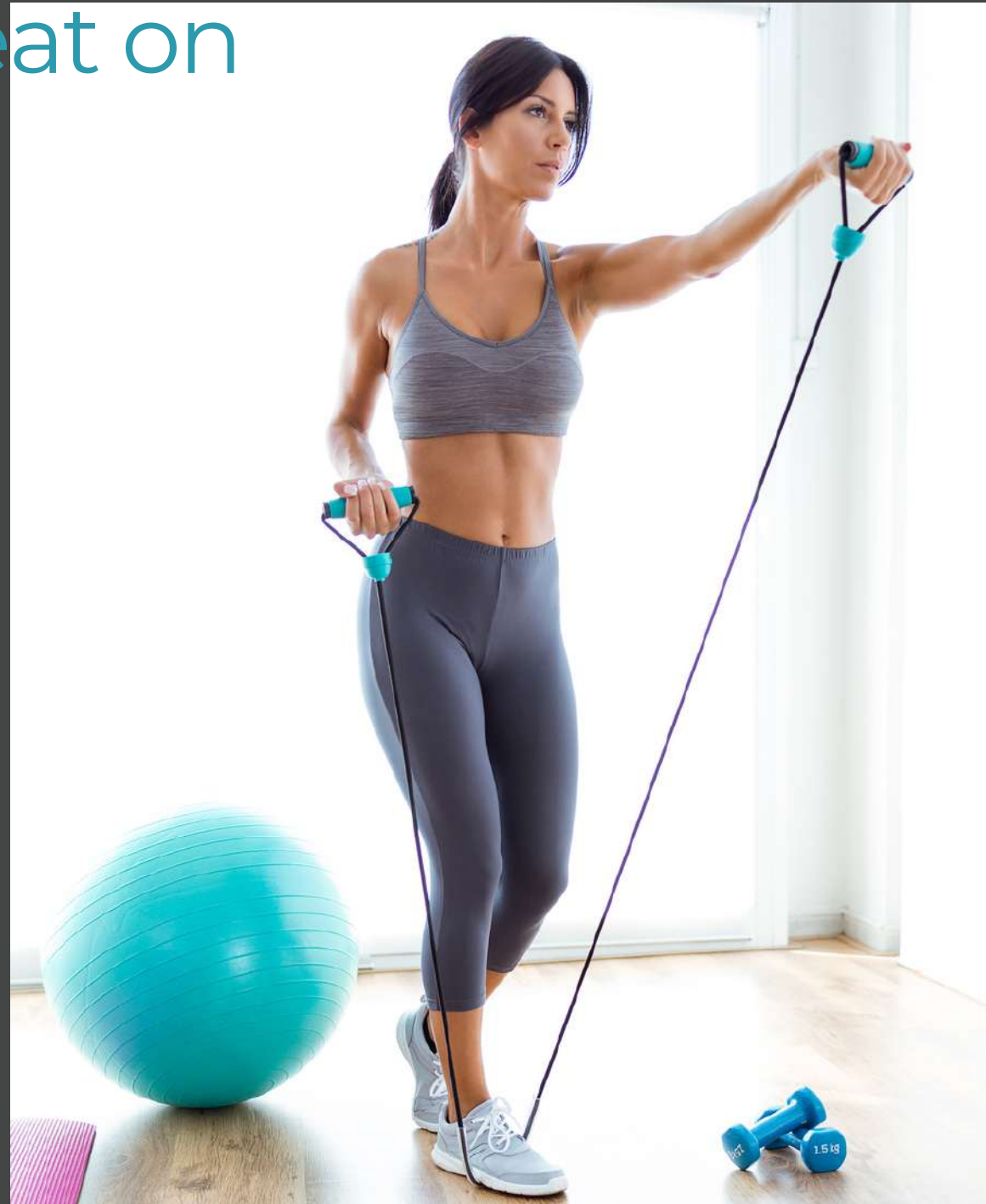
Far too often, high levels of stress directly equate to bad eating habits and excess alcohol consumption.

This leads to more stress, more junk food, more drinking, and the circle never ends. Employers can decrease the friction of eating healthy and exercising by removing the financial barrier.

This investment in employee wellness will be repaid 10 times by creating healthier and happier employees.



Get your
sweat on



Team workouts from Innovative Fitness

Give your staff an energy boost, a laugh, a sweat, and a deeper sense of connection with the rest of their team.

Employers can invest in the health of their teams through Virtual Team Workouts that are formatted as a bootcamp-style class which can be done from home with no equipment. Workouts cater to all ability levels and are customized to the needs of your team.

Visit Innovative Fitness 

PRICING:

Contact northvan@innovativefitness.com for pricing.

World class meals with Fresh Prep

More than meal kits.

More options for breakfast, lunch, snack time, and dessert with something delicious for everyone at the table. Developed in-house by an exceptional culinary team or carefully curated from local suppliers we love.

Visit Fresh Prep 

PRICING:

\$50 per week (2 servings)

Cook like
a Chef



Fisheries for
communities



Taste the ocean with Skipper Otto

Supporting Canadian fishing families through a revolutionary seafood buying experience. Better quality, fair prices, and committed to a cause. Buy a share of the catch before the fishing season even starts.

Skipper Otto is a leader in an international movement to revolutionize the seafood industry for social and environmental justice.

Visit Skipper Otto 

PRICING:

Starting at \$200 annually



For the Home Office

According to recent studies, companies that decide to go digital by default are saving on average \$10,000 per employee annually on physical space and other costs.

But remote employees will need to pay for increased home internet usage, ergonomic chairs, comfortable workspace, and other supplies. Great companies are stepping up to support their employees!

How you decide to treat your employees through this shift to remote work will define your culture for decades.

Comfort
from home



Canadian office essentials from Ugoburo

A Canadian provider of ergonomic office furniture designed for the needs of small, medium and large businesses, governments, freelancers and office professionals.

Quality office furniture that combines performance, comfort and durability, always at very competitive conditions.

Visit Ugoburo 

PRICING:

Ergonomic chairs \$500 - \$1300

Award winning office tools from Humanscale

Discover high-performance tools to support a healthy way of working, and experience award-winning designs from the pioneer of office ergonomics.

Humanscale makes products that allow workstations to adapt to the user, not the other way around.

Visit Humanscale 

PRICING:

Ergonomic chairs from \$799

Sit/stand solutions from \$549

Work like
a Pro



Stay in the
flow



Human-centred design by Fully

Fully makes and sells office furniture that is beautiful, well-built, and designed to create a healthy, supportive workplace where everyone can feel and do their best.

Everything they design and sell is for bringing more movement, flow, and well-being into your work day.

Visit Fully 

PRICING:

Standing desks from \$149 - \$1299

For Professional Development

Most of the best companies have a thriving culture of learning and curiosity.

Tobias Lütke, the CEO and founder of Shopify, once famously credited much of the success of the company to its learning culture. The company not only hired people with a natural curiosity, but it also made a significant investment in employees' continuous education.

You might ask yourself: "What happens if I invest in my people and they leave?"

Well, what happens if you don't and they stay?



Set your own
schedule



Learn it all on Udemy

Udemy is an online learning & teaching marketplace with over 100,000 courses and 24 million students. With courses in programming, marketing, design, data science, and so much more, Udemy offers individuals a wide array of courses to choose from.

Empower your remote workforce to learn what they need, when they need it.

Visit Udemy 

PRICING:

Team Plan (5-20 users) is \$360 per user annually

Advance your career with Coursera

Set your course to success. Build skills with courses, certificates, and degrees online from world-class universities and companies.

Coursera collaborates with 200+ leading universities and companies to produce high quality on-demand video learning content.

Visit Coursera 

PRICING:

Team Plan costs \$400 per user annually

Limitless
learning



Anywhere,
anytime



Stay informed & inspired on Audible

Listen anywhere, anytime to an unmatched selection of audiobooks, podcasts and more. Audible is an excellent and low effort way to expand your knowledge, learning and professional development habits.

Visit Audible 

PRICING:

Teams of less than 500 pay per title (\$15.95)



Rewards

Are we that different than when we were kids?

We all enjoy being complimented for a job well done. We want to feel valued and receive signs of appreciation when we go the extra mile.

As most employees work in tougher conditions, it's never been more important to foster a culture of recognition and appreciation. Here are 3 vendors that can help you say 'Thank you' in a fun and personalized way.

Fresh to
your door



Online orders with Uber Eats

Treat your team to their favourite food, by allowing them to order whatever they'd like through Uber Eats. From fast food, brunch, lunch, dinner to groceries & more.

You can order online or through the app. Who wouldn't appreciate a lunch or three as a reward?

Visit Uber Eats 

PRICING:

Prices vary depending on the restaurant and the food selected.

We recommend \$50 minimum as a reward.

Delight with Summerhill Pyramid Winery

Internationally award-winning pyramid cellared organic wines from Canada's famous Okanagan Valley.

The perfect employee-appreciation gift for the next team virtual happy hour. Summerhill's 100% organic wines are a celebration of honest expression of their surroundings, providing deep, terroir-driven qualities that are a true articulation of Okanagan terroir.

Visit Summerhill Pyramid Winery 

PRICING:

Gift baskets \$119 - \$330

Nectar from the
Okanagan Valley



Perfect for
any occasion



Local artisan products from Saul Good

Canada's online source for local, handcrafted gift baskets. Perfect to show appreciation on any occasion.

These award-winning gift baskets tell a good story. Sourced from local artisans and sustainably packaged in Vancouver and Toronto, delivered Canada wide.

Visit Saul Good Gift Co. 

PRICING:

Team Plan (5-20 users) is \$360 per user annually



Thank you!

For questions, requests and anything else we can help you with, please email us at Connect@TheReFrameGroup.com