



ICONICA PERKS

Collaborative Teams

- 1. 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 decisions. They also hold each other accountable for the decisions made and the work that needs to be done.

Your Opinion Matters

- 2. At Iconica every employee has a voice. We involve all employees in our strategic planning process. Employees also have an opportunity to participate in the annual survey.

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



Dedication to Community

- 3. As a company, we are dedicated to helping others in our community. Iconica provides employees time off to volunteer at their favorite nonprofit. Iconica also matches employees' monetary donations to their favorite charitable organizations.

Dress for your Day

- 4. 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, they may dress more casually.

Family Friendly Environment

- 5. We are a family friendly environment and strive to have several events throughout the year where employees can get to know each other as well as their families on a more personal level. For example, this year we will be sponsoring a summer picnic in downtown Madison. In addition, we offer paid parental leave and adoption assistance benefits.

Flexibility

- 6. 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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Onsite Fitness

- 7. Iconica has 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.

Training and Development

- 8. Iconica encourages 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.

Caffeine

- 9. Coffee, Coffee, Coffee Free Coffee! Need we say more?

Fleet Vehicles

- 10. 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



You are Recognized

11. 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!