

# Contoso Fun at Work Benefits Guide

*Pet-Friendly Days & More Great Perks!*



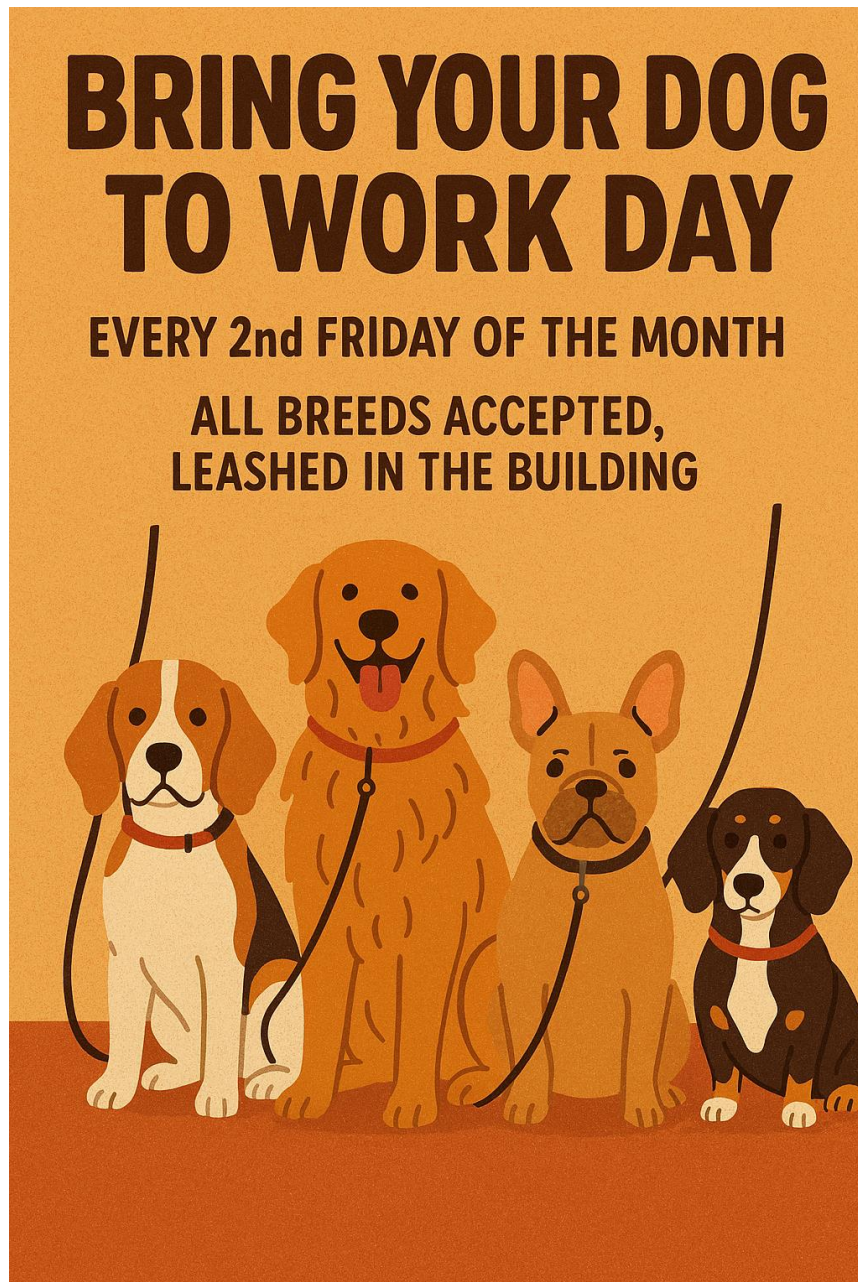
## Welcome to Contoso's Fun Benefits Programs!

At Contoso, we believe work should be enjoyable, engaging, and balanced. That's why we've created a suite of fun workplace benefits designed to bring more joy to your workday. From furry friends wagging through the office to casual Fridays that let you express your personal style, these programs are all about making Contoso a place where you love to work.

This guide covers our most popular fun benefits including Bring Your Dog to Work Day, Casual Dress Fridays, Flexible Lunch Hours, Pet Adoption Support, and Wellness Wednesdays. Each program is designed with you in mind—offering flexibility, fun, and opportunities to connect with colleagues in new ways.

All programs are available to full-time and part-time employees who have completed their 90-day introductory period. Let's explore what makes Contoso a great place to work!

## Bring Your Dog to Work Day



Our most beloved program! Contoso's Bring Your Dog to Work Day strengthens team bonding, reduces stress, and creates a more relaxed office atmosphere. Participating employees report 35% higher satisfaction on dog days compared to regular workdays.

This program creates wonderful opportunities for team connection—we've seen new friendships form and collaboration increase on these special days! See the infographic for all program details including schedule, requirements, and guidelines.

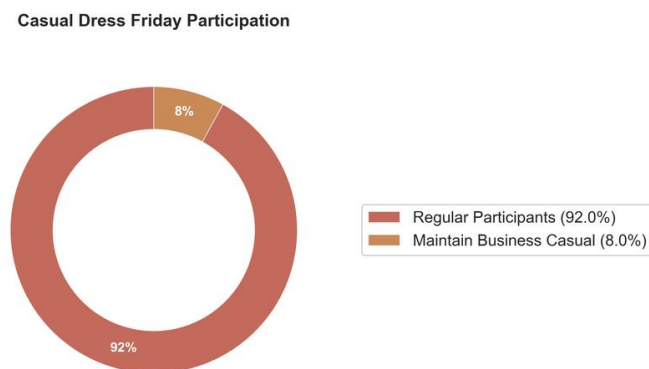
## Casual Dress Fridays & Express Yourself

Say goodbye to formal wear every Friday! Contoso's Casual Dress Friday program lets you dress down and express your personal style while maintaining workplace professionalism. This program runs year-round, every Friday, with no registration required. Casual dress means jeans, sneakers, polo shirts, casual blouses, and comfortable footwear are all welcome. We ask that clothing remains

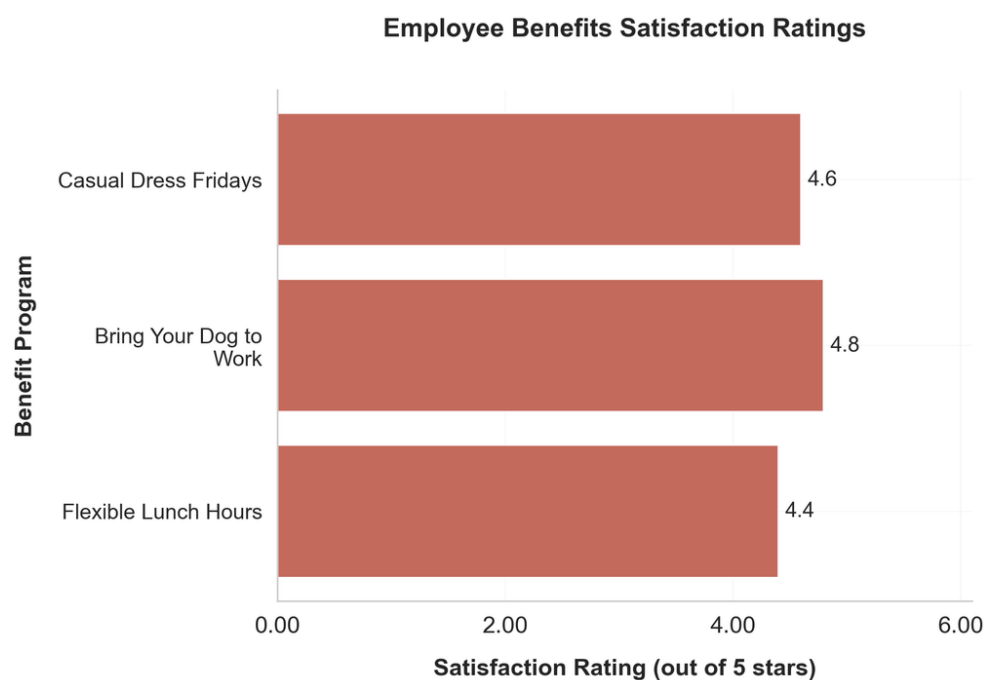
office-appropriate—no torn or excessively worn items, offensive graphics, or beach attire. Business casual is still required for client meetings or external presentations, even on Fridays.

Since launching this program 18 months ago, 92% of employees participate regularly, and feedback surveys show this is one of our most appreciated perks. Employees save an average of 25 minutes on Friday morning routines and report feeling more relaxed and authentic at work. Our recommendation: keep one business casual outfit at your desk for unexpected client visits!

### Employee Participation Rates



### Most Appreciated Workplace Perks





## Flexible Lunch Hours: Your Time, Your Way

Take control of your midday break with our Flexible Lunch Hours program! Instead of a fixed 12-1pm



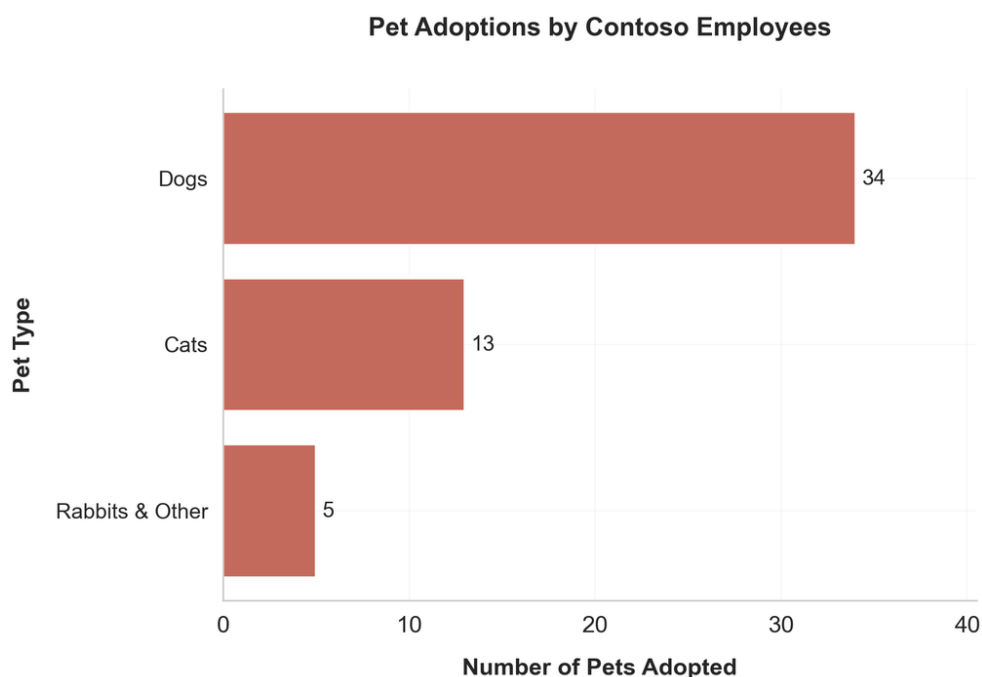
lunch slot, employees can take their lunch break anytime between 11am and 2pm, choosing either a 30-minute, 45-minute, or full 60-minute break based on their workload and preference. This flexibility accommodates different eating schedules, allows time for errands or workouts, and helps manage childcare or pet care responsibilities. Simply coordinate with your immediate team to ensure adequate coverage, then block your preferred time on your calendar. No manager approval needed for daily flexibility—just communicate with your team. Peak lunch times (12-12:30pm) can get crowded in the cafeteria, so consider off-peak hours for a more relaxed dining experience. This program is available to all employees working standard business hours Monday through Friday. Employees using this flexibility report 40% better work-life balance scores and appreciate the autonomy to structure their day. Remote employees can also enjoy this flexibility during their work-from-home days!

## Pet Adoption Support

### Program

Considering adding a furry family member? Contoso's Pet Adoption Support Program provides financial assistance and time off to help you welcome a new pet into your home. Employees receive a one-time \$200 adoption reimbursement to cover adoption fees, initial veterinary visits, or supplies when adopting from a registered shelter or rescue organization. You'll also receive one paid Pet Bonding Day to help your new companion settle into their new home—perfect for that crucial first day of adjustment.

Submit your adoption paperwork and receipts through the HR portal within 30 days of adoption to receive your reimbursement. This program supports dogs, cats, rabbits, and other household pets adopted through official rescue channels. Since launching 14 months ago, 47 Contoso employees have used this benefit to adopt 52 pets (including some bonded pairs!).



The program strengthens our commitment to animal welfare and supports employees in expanding their families. Employees who adopt pets report increased happiness and stress reduction, contributing to overall wellbeing.

## Wellness Wednesdays & Activity Challenges



Midweek motivation! Every Wednesday, Contoso hosts Wellness Wednesday activities designed to boost physical and mental health while having fun with colleagues. Activities rotate weekly and include yoga sessions (30 minutes in the ground floor wellness room), walking groups (lunchtime 2-mile routes around campus), meditation workshops (guided 20-minute sessions), healthy cooking demonstrations (featuring our cafeteria chef), and team fitness challenges (step competitions, plank contests, stretching circles). All activities are optional, free to join, and scheduled during lunch hours or early afternoon to maximize participation. No special equipment or fitness level required—these programs welcome everyone from beginners to fitness enthusiasts.

Monthly wellness challenges offer prizes for participation milestones—recent challenges included a 30-day step challenge and a hydration tracking competition. Average participation is 38% of employees weekly, with some employees joining

multiple activities. Wellness Wednesday has contributed to a 22% increase in employees reporting improved energy levels and a 15% reduction in reported stress levels. Check the weekly wellness newsletter every Monday for the upcoming Wednesday schedule!

## References

This document is based on internal Contoso policies and does not require external citations.