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Company/Organization: MegaFood

Type of organization: Business

Number of Employees: 215

Category: workplace

Challenge or Opportunity:

We are vertically integrated meaning we have an incredibly diverse role family here at MegaFood. Each of these groups of employees all need different levels of support for their family, no matter what life stage they are in, and we recognized that we had an opportunity to serve everyone in in a deeper way.

Approach or Solution:

We decided to expand our Family benefits to ensure our MegaFamily was able to focus on what's most important, their families. We added:

Care and Concern Time leave (10 days)

Parental Leave (12 weeks maternity in full)

Adoption Reimbursement \$3500

Bereavement Leave (10 days)

Flexible scheduling

Impact:

We firmly believe that employees who are able to focus on their family situations without worrying about the financial stress of being out of work will make amazing contributions when they are able to return back to work. It has a direct impact on their loyalty to MegaFood and overall moral and retention.