



YOUR FUTURE STARTS HERE

EMPLOYEE BENEFITS

MISSION CRITICAL TECHNOLOGY SOLUTIONS AND SERVICES FOR A SAFE AND SECURE AUSTRALIA



ABOUT US

C4i Solutions is a leading ICT, Cyber and Digital Services and Solutions provider. Established in 2017, C4i Solutions is a sovereign and veteran owned business providing quality, on-time and price competitive services and solutions to Defence, Government, and Industry.

With an industry qualified professional workforce and working with industry-leading partners, C4i Solutions can deliver or manage any ICT solution from concept, development to deployment, adhering to and considering organisation, industry, and best practice policies.

Our culture is underpinned by our values, behaviours, ethics and founding ethos. We are committed to a diverse & inclusive workplace where all people feel safe, supported, trusted, and empowered. We support Veteran and first nations engagement and give back to the community through sponsorships.

We are committed to providing an exceptional employee experience, which provides the best possible benefits available to our people.

The C4i Solutions Employee Value Proposition (EVP) outlines the benefits available to employees within the company.

We hope you enjoy them!



Trusted



Respectful



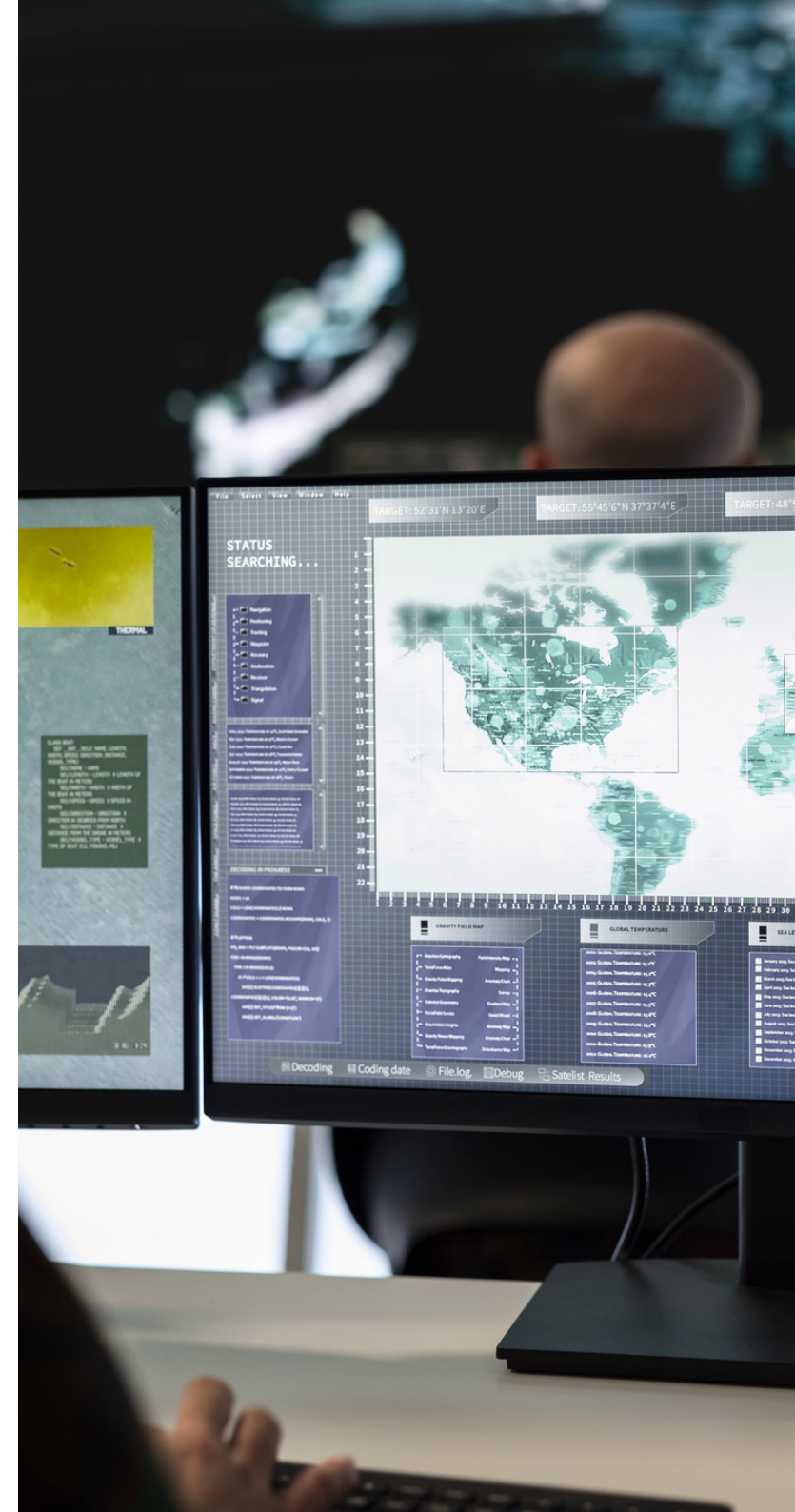
Innovation



Excellence



Dedication



MY HEALTH AND WELLBEING



Be well with us.

Be your best at work and home. We offer a range of benefits for you and your family that support mental and physical wellbeing.

- **Long Service Leave @ 7 years:** Take long service leave after 7 years service (Pro-rata).
- **Wellbeing counselling services:** We know life can be stressful. Through our EAP partner, we provide employee and family support and counselling services when you need it most.
- **Annual Vaccination Program:** Don't let the flu season affect you! We cover flu vaccinations for you and your family. Seasonal vaccinations are also available.
- **Health & wellbeing allowance:** Our annual Health & Wellbeing allowance (\$250) helps you stay fit and healthy.
- **First year leave (5 days):** We offer 5 additional leave days in your first year to help you settle in!
- **Parental leave support:** We support our people creating a family, with additional paid leave.
- **Purchased leave:** Want to take additional leave? Purchase up to an additional 2 weeks annually.
- **Birthday leave:** We know your birthday is a special day! Take the day off and relax on us!
- **Wellbeing hub:** Our wellbeing portal provides information supporting physical and mental wellbeing.
- **Industry health Insurance:** Gain access to industry-specific health insurance through our industry partner Navy Health.
- **Sick and carers leave flexibility:** Our policies provide greater flexibility in how you take leave.



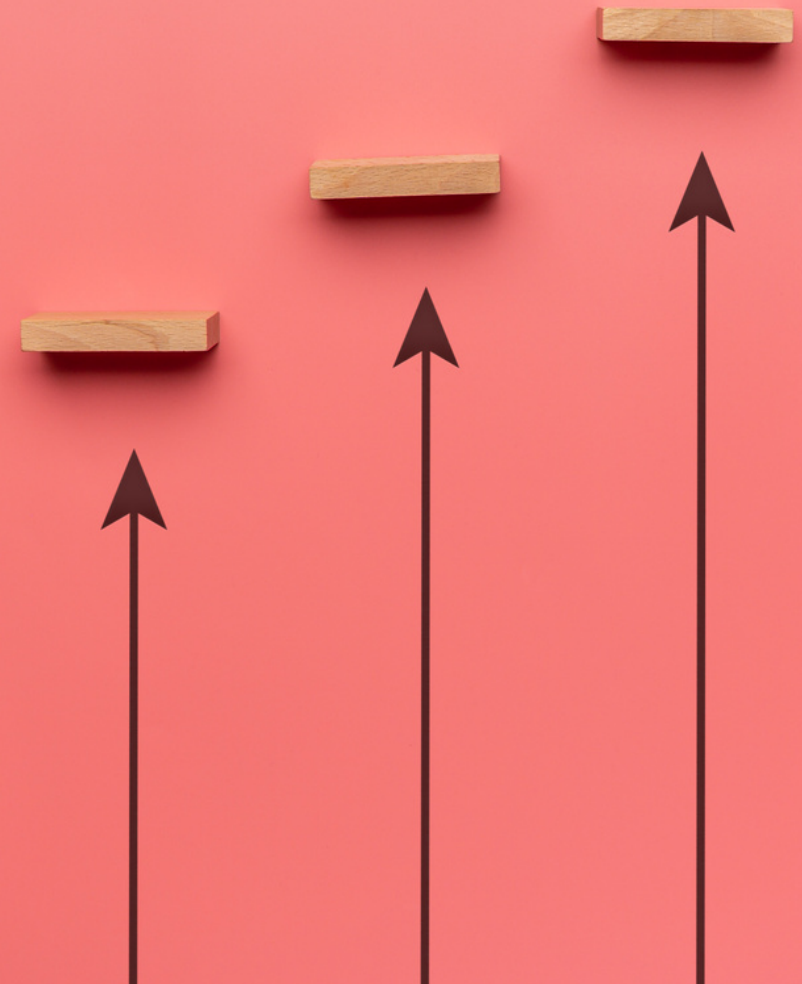
MY LEARNING AND CAREER DEVELOPMENT



Grow with us.

We provide a range of learning services that support your personal and professional career development.

- **Professional Memberships:** We will fund professional memberships relevant and critical to your role.
- **Higher Education Subsidy:** Obtain a higher qualification relevant to your role while working with us and receive a \$2500 contribution annually. This includes certification fees on digital learning courses.
- **Company Sponsored Training:** Gain access to company-sponsored training when available.
- **Digital Learning Platform:** Develop your skills through thousands of courses through our digital learning platform partner.
- **Mentorship:** We use our industry experience and knowledge to provide advice and technical guidance to our more junior employees.



MY WORKING CONDITIONS



Be comfortable with us.

We provide flexibility how you work, whilst providing the tools to do your job well.

- **Ways We Work:** Contemporary ways of working, where you work, how you work, when you work.
- **Veteran Engagement:** At C4i Solutions, we understand that leaving the ADF can be a daunting time. We've been there, as we know from our own experience. Our Veteran Career Development Program offers a range of support and development activities for ADF veterans and their partners, so that your transition from the ADF is seamless and supported.
- **Microsoft 365:** Up to 4 additional licenses available for you and your family.
- **Technology for Purpose:** We invest in quality devices for you to perform at your best.



MY TOTAL REWARD



Be rewarded with us.

We offer a range of benefits that add value to your disposable income, so you take home more.

- **Competitive Remuneration:** We remunerate to industry standards using our remuneration benchmarking.
- **Salary Sacrificing:** Reduce your taxable income by salary sacrificing your salary pretax.
- **Novated Leasing:** Purchase a new vehicle by salary sacrificing your salary pretax.
- **Employee Referral Bonus:** Get rewarded for referring future employees to us and receive \$5000.
- **Retailer Discounts:** Save on everyday items such as groceries, fuel, and household items through our discounted retailer hub.
- **Energy Savings Platform:** Looking to save money on electricity bills? Energy Flex allows you to assess your home electricity usage and reduce energy costs.
- **Product Review Platform:** Purchasing something new? Gain access to our corporate product review website.



OUR CULTURE, COMMUNITY AND ENVIRONMENT



Belong with us.

Our inclusive culture is focused on you, and the community, so that you feel supported and valued whilst giving back to others.

- **Our Culture:** Our people are the center of our universe. Our culture is based on our values, behaviors, ethics, and founding principles that support our commitment to a diverse and inclusive workplace where all people feel safe, supported, trusted, and empowered.
- **Volunteer Leave:** Save lives and serve the community. Take time off to volunteer for a worthy cause (2 days).
- **Service Awards:** We acknowledge your service with us through 1, 5, and 10-year awards.
- **Employee Recognition:** We reward our people when they go above and beyond.
- **Donate for a Cause:** Donate to a charity of your choice and we'll match it up to a value of \$200!
- **The Extras:** We go that extra mile for our people! Whether it be a team lunch, social get-together, hotel upgrades, or Qantas lounge access, we look after you.





GET IN TOUCH TODAY

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IT'S OUR DUTY