



**Submitted by:** Ashley Larochelle, [ashley.larochelle@megafood.com](mailto:ashley.larochelle@megafood.com)

**Company/Organization:** MegaFood

**Type of organization:** Business

**Number of Employees:** 224

**Category:** Workplace

**Challenge or Opportunity:** We wanted to give an additional day off for our staff as part of our overall PTO package.

**Approach or Solution:** We decided that we would do this creatively by offering a birthday paid time off day! Folks are encouraged to use it on their actual birthday or at least sometime during their birthday month. In addition, we already give gift cards to whole foods for folks to nourish their bodies, so we figured this would nourish their souls too :)

**Impact:** We've had nothing but cheers and gratitude for the additional day, especially when it's everyone's special time of year to celebrate. Folks come back refreshed and excited that they got paid from their company on their birthday !