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# The Benefits Boutique®

Created to be a first and hold real uniqueness in our industry.

Designed to help deliver our ambition 'To treat our people better than any other business'.

And used to complement our choice of lifestyle and wellbeing.

The Benefits Boutique®, born in January 2012, maturing to become a registered trademark two years later and holder of 5 industry awards.

There is a whole host of benefits...some more obscure and linked to the modern-day challenges we all face and some more traditional yet equally as important.

The Benefits Boutique® is for everyone.



## The Benefits Boutique® is made up of 3 areas:

### **Financial Wellbeing**

- Home Improvement Loan
- New Parent Loan
- Holiday Loan
- Holiday Trading
- Car Loan
- Company Pension Plan

### **Physical and Mental Wellbeing**

- Learning and personal development fund
- ClassPass
- Employee Assistance Programme (EAP)
- Enhanced Maternity Leave
- Parental Leave
- Office Massage
- Your Birthday

### **Social & Environmental Wellbeing**

- Cycle to Work Scheme
- Environmental & CSR Paid Days Off

# Financial Wellbeing

## Home Improvement Loan

New kitchens, fake grass for the garden, a new roof and carpeting a house...are just some examples of how people have used the Home Improvement Loan.

It is in place to make improvements where you live possible and to have a direct impact on your life outside of work.



### How does it work?

You can receive an interest-free loan from the business for repairs or improvements on your home.

Repaid over 12 months.

- You can borrow up to 20% of your annual salary if you have been in the business for more than 2 years
- The amount is 10% if you have been in the business for less than 12 months
- The amount is 15% if you have been in the business for between 12 -24 months



## New Parent Loan

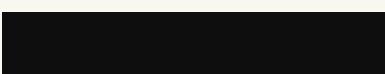
Whether it's furnishing a new nursery or buying a new buggy...the scheme is designed to help with the financial pressures of becoming a parent for the first time.

### How does it work?

You can (entitled to) receive an interest free loan from the business to purchase all the paraphernalia associated with becoming a parent.

Repaid over 12 months.

- You can borrow up to 20% of your annual salary if you have been in the business for more than 2 years
- The amount is 10% if you have been in the business for less than 12 months
- The amount is 15% if you have been in the business for between 12-24 months



## Holiday Trading

You may be planning a special trip and would like some extra days off...so why not buy up to 5 days, or top your holiday allowance up to a maximum of 33 days per year.



## Holiday Loan

One of the most popular parts of The Benefits Boutique® with holidays booked to Antigua, New Zealand, Mexico, Thailand and South Africa to name just a few.

### How does it work?

You choose your holiday and we pay for it upfront deducting an agreed amount per month from your salary up to a maximum of 12 months.

You can use your own chosen holiday company or when booking through our holiday partner you can receive up to 10% discount.



## Car Loan

You can receive an interest-free loan from the business to buy a car, scooter or motorbike.

Repaid over 12 months.

- You can borrow up to 20% of your annual salary if you have been in the business for more than 2 years
- The amount is 10% if you have in the business for less than 12 months
- The amount is 15% if you have in the business for between 12 -24 months

## Company Pension Plan

Retirement...there's a happy thought!

Why not contribute to a pension plan...we have teamed up with BW-Bank to make this possible.

Payments into your plan will be taken directly from your gross salary so that you are able to benefit from tax savings into your pension plan.



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# Physical & Mental Wellbeing

## Learning and Personal Development Fund

Understanding the modern workplace is understanding that life is not just about work...it's about an experience; it's about learning new skills, discovering new hobbies and developing new interests.

Sports classes, language courses, music lessons or even learning to drive...we will pay all the costs upfront (including any necessary course equipment) and you only pay back 80%. We cover the remaining 20%.

You can sacrifice up to 20% of your annual salary, up to a maximum of 2,000€.



## ClassPass

ClassPass offers wellness, meditation, gym access and experiences as well as access to boutique fitness studios.

And everyone in the business will have the choice of having a ClassPass...with a number of ClassPass tokens per month already yours to use.

You will also have access to 2,500 digital workouts as well as mindful sessions which include sleeping tips, confidence in the workplace and dealing with stress.

## **Employee Assistance Programme (EAP)**

Our wellbeing sits at the very centre of what we believe is important to us all...to look after each other.

We have partnered with the UK's largest and award-winning EAP provider to offer you all the compassionate support you may need. Help to resolve any personal problems, financial or emotional, that may be affecting your health.

### **What does the programme offer?**

- Up to 6 sessions of face to face, telephone or online counselling per employee, per issue, per year
- Full case management protocols for all structured counselling cases
- Unlimited access to 24/7/365 confidential telephone helpline
- Medical information services
- 24/7 critical incident telephone support
- Online Health & Wellbeing portal and Health e-Hub mobile app





## Enhanced Maternity Leave

As we always say. A new exciting chapter begins when a family becomes one more and it is important that is reflected by support outside of the statutory maternity pay. How it works is below:

- 10 weeks paid at 100% of basic salary
- 9 weeks paid at 75% of basic salary
- 7 weeks paid at 50% of basic salary
- Remaining 26 weeks paid SMP

## Parental Leave

The government pays you about 65% of the average basic net salary, capped at 1.800€ net.

The parental pay can be applied by one of the parents for up to 12 months, in total for both parents up to 14 months (e.g. 7 months father 7 months mother).

The 8 weeks maternity pay will reduce the parental pay for the mother. E.g. in case the mother takes 12 months parental leave, she only received 10 months paid parental leave.



## Office Massage Sessions

Everyone is entitled to a subsidised monthly massage. A local masseuse will attend the office on a weekly basis and offer stress relieving and energising massage to anyone who would like to take advantage of the benefit.

## Your Birthday

Don't spend your birthday in the office.

You're given the day off on your birthday...enjoy!



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# Social & Environmental Wellbeing

## Cycle to Work Scheme

Why not cycle to work?

Save up to 42% on the cost of a bike (and equipment)

Most cycle shops are eligible...pop in, choose your bike and leave the rest to us.

You repay the bike over 12 fixed monthly payments deducted from your gross pre-tax salary.



## Environmental & CSR Paid Days Off

You can take 2 paid days off per year to work with a charity or environmental organisation of your choice.



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# Like what you see?

If the answer is yes, then we would love to hear from you!

Please get in touch with our Talent Team, who will be able to share with you all of our current roles available.

Simply email:  
[Internalrecruitment@goodmanmasson.com](mailto:Internalrecruitment@goodmanmasson.com)

Or if you would like a bit more information on what its like to work here or what we do then head over to our website at [www.goodmanmasson.com](http://www.goodmanmasson.com)

We also have quite a bit of fun on Instagram, so don't forget to check out our page which you can find on [@goodman\\_masson](https://www.instagram.com/@goodman_masson)