



GOODMAN  
MASSON

# 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**

- Help to Buy, Mortgage Fund
- Home Improvement Loan
- Car Leasing
- Car Loan
- New Parent Loan
- Holiday Trading
- Holiday Loan
- Nudge

## **Physical and Mental Wellbeing**

- Learning & Personal Development Fund
- ClassPass
- Employee Assistance Programme (EAP)
- Office Massage
- Enhanced Maternity Leave
- Enhanced Paternity Leave
- Enhanced Shared Parental Pay
- Your Birthday
- Access to Company Dental & Private Health Schemes
- Eye Tests and Eye Care

## **Social & Environmental Wellbeing**

- Electric Car Leasing
- Cycle to Work Scheme
- Environmental & CSR Paid Days Off
- Charitable giving Tax Efficiency Scheme
- Carbon Offset Tax Efficiency Scheme

# Financial Wellbeing

## Help to Buy Mortgage Fund

Through our Mortgage Fund, we have helped 14 people buy their first home with many more on their way...and we want to help many more.

We will help you build a sufficient deposit for your first property and to access the Government Help to Buy scheme and achieve the dream of becoming a homeowner.



## How does it work?

You sacrifice up to 20% of your monthly net salary which is placed in a protected Goodman Masson account.

The target is to save a 5% deposit for a property to the value of £500,000.

We will top up your savings by a further 20%... helping you access the 20% deposit needed under the Government Help to Buy scheme.



## 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.

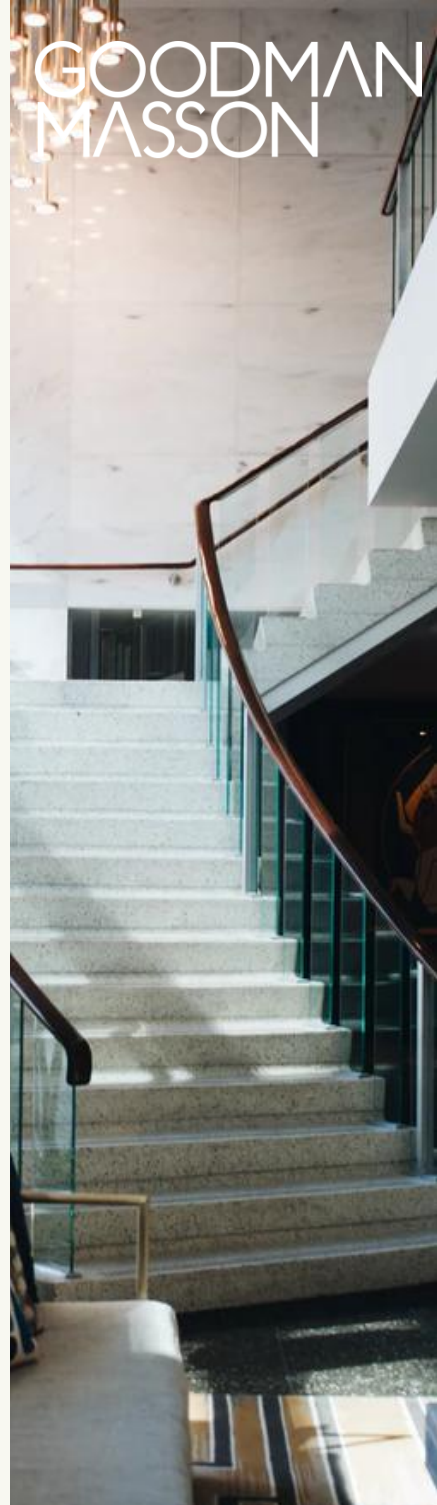
It is in place to make improvements where you live possible and to have a direct impact on your life outside of work.

### 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





## Car Leasing

Access to a new car with no deposit.

And apart from paying for your petrol everything else (and every cost) is taken care of...replacement tyres, motor insurance, service & maintenance, breakdown cover and accident support.

You can choose the make and model of any car you wish with a fixed monthly cost, up to the value of 20% of your annual salary.

There are tax savings too with your monthly payments deducted from your gross pre-tax salary.

## 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



GOODMAN  
MASSON





## **New Parent Loan**

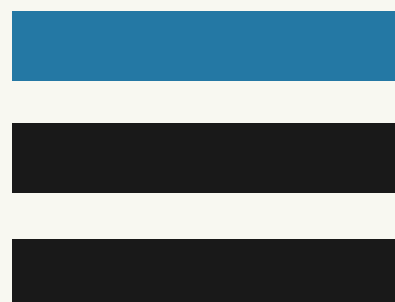
Whether it's furnishing a new nursery or buying a new buggy...the scheme is designed to help with the financial pressures of becoming a parent for the first time.

### **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 of...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.



## nudge

If you feel in control of your money, you feel in control of your life...

So we have partnered with nudge.

nudge is a web app that coaches you to better understand and manage your finances and helps address the common challenges we all have when managing our money.

No time? Don't know where to start? Not in control? nudge gives you personalised guidance, prompts, money management tools and reminders.

Everyone is automatically signed up to nudge when they join, and you will receive nudge's via emails and text messages.







# 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?

- Unlimited access to 24/7, 365 confidential helpline, with calls answered by experienced in-house counsellors, legal and financial specialists
- Structured counselling sessions via phone, online or face-to-face with a BACP accredited therapist...up to 8 sessions a year
- Email & live chat: someone to talk to any time of day
- Online wellbeing portal & My Healthy Advantage app
- BrightTV: an exclusive video series featuring real stories of experiences with mental health from well-known personalities







## **Office Massage Sessions**

A local masseuse heads into the office bi-weekly for a subsidised stress relieving and energising massage, for anyone who would like one.

## **Dental Insurance**

You have access to help and advice in the event of a dental accident, emergency, or we can provide you with help in covering the costs of routine dental care.

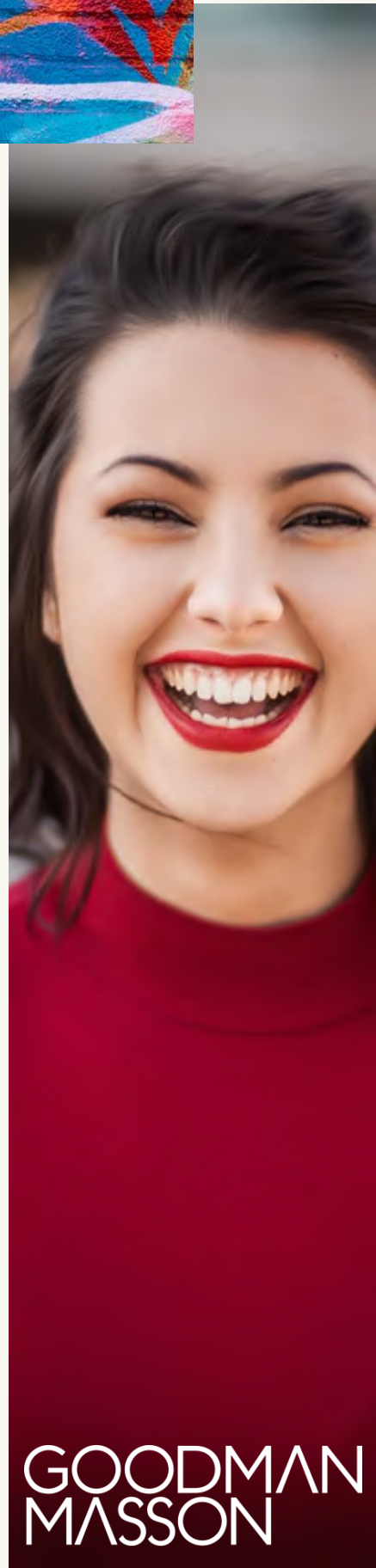
The easy to use dental plan gives you the reassurance that, should treatment be necessary, then you will be able to recover the costs.

Dependants (your partner and / or children) can be included on this cover from BUPA.

## **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



**GOODMAN  
MASSON**



## Enhanced Paternity Leave

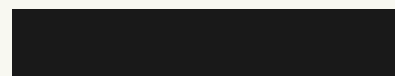
Historically overlooked, but no more, so that you can be home offering support and enjoying the special times. How it works is below:

- 2 weeks as standard paternity leave
- An extra 10 working days of paternity leave
- The first five days will be paid at 100% of basic salary
- 5 days will be paid at 50% of basic salary
- Your extra 10 days cannot be used within 3 months of your initial 2 weeks but must be used within 18 months of the birth or placement of your child

## Enhanced Shared Parental Pay

We offer enhanced shared parental pay to the primary carer of the child and who can meet certain conditions.

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







## Your Birthday

Don't spend your birthday in the office.

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

## Health Screening

In conjunction with our healthcare provider, you have access to an annual health assessment at a significantly reduced cost...at a time and location that suits you.



## Medical Insurance

You have full access to affordable healthcare and we have negotiated discounted rates with BUPA healthcare for you to take advantage of...who are offering a voluntary medical insurance plan.

The plan is intended to cover all eventualities and you can choose from the following levels of cover:

- Yourself only
- You and a partner
- You and your children
- You and your family

## Eye Tests and Eye Care

We have teamed up with Cult Vision, an opticians across the road from the office.

If you would like an eye test, simply call to make an appointment or just drop in.

We will cover the cost of your eye test and if you do need glasses or contact lenses and decide to purchase them from Cult Vision we will make payment in full and deduct from your salary over 6 months.





# 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.



## Carbon offset Tax Efficiency Scheme

You have access to a ground-breaking service that enables you to help combat climate change directly through your monthly pay.

You can calculate carbon emissions online and compensate the environment for your own carbon dioxide pollution by "giving as they earn" through your gross salary before tax.



## Charitable Giving Tax Efficiency Scheme

The Payroll Giving scheme enables you to make tax efficient donations from your pre-tax pay to any UK registered charity of your choice.

## Electric Car Leasing

One of the biggest advantages of driving electric...no exhaust gases, no carbon emissions and reduction in air pollution.

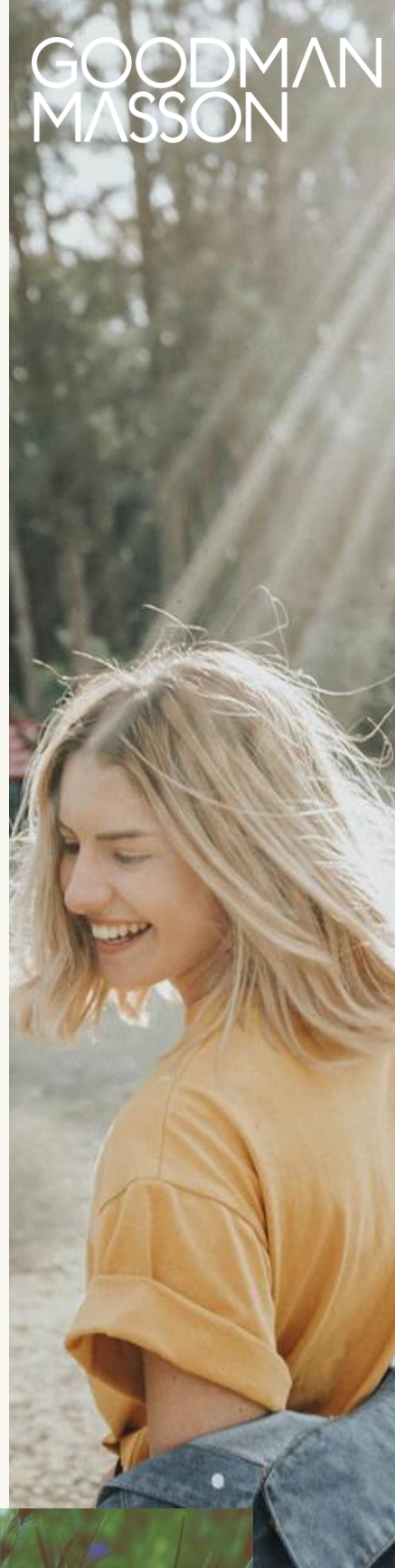
So why not play your part and lease electric and no deposit needed. And everything else (and every cost) is taken care of...replacement tyres, motor insurance, service & maintenance, breakdown cover and accident support.

You can choose a make and model of any car you wish with a fixed monthly cost, up to the value of 20% of your annual salary.

There are tax savings too with your 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.







GOODMAN  
MASSON

# Like what you see?

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

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

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)



## Toni Harney

Global Head of Talent Acquisition

020 7019 8811

[Toni.Harney@goodmanmasson.com](mailto:Toni.Harney@goodmanmasson.com)

