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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
- Car Loan
- Holiday Loan
- Holiday Trading
- New Parent Loan
- 401(k) Plan
- Commuter Benefit Card
- Pet Insurance
- Pre-Paid Legal Services

### Physical and Mental Wellbeing

- Learning and personal development fund
- ClassPass
- Employee Assistance Programme (EAP)
- Your Birthday
- Enhanced Maternity Leave
- Enhanced Paternity Leave
- Enhanced Shared Parental Pay
- UHC Oxford Health Insurance
- UHC Oxford Vision Cover
- UHC Oxford Dental Cover
- \$0 Cost Share Rx List
- Oxford On-Call
- Sweat Equity Program
- Optional Life Insurance
- RxCut® Savings Card
- Complementary Alternative Medicine (CAM)
- Cancer Support Program

### Social & Environmental Wellbeing

- 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

## Commuter Benefit Card

The Commuter Benefit Card allows you to use your pre-tax money to pay for subway, trains, ferries busses etc. as well as parking that is limited to a max of \$265 per month.

## 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 greater 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

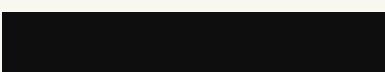
Whether it's furnishing a new nursery or buying a new buggy...the scheme is designed to help with the financial pressures of becoming a parent for the first time.

### 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





## Pet Insurance

We love our pets...although not so sure about the rising costs of veterinary care.

So...we want to help and you can receive employee discount on ASPCA Pet Health Insurance.

With this discount, you'll save 5% on your base plan premium for every pet you insure. That's in addition to our 10% multiple pet discount.

## 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.



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## 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.



## Pre-Paid Legal Services

You can join a group legal plan through Countrywide Pre-Paid Legal Services giving you access to specific legal services when the need arises, on an affordable basis.

Available to you, your spouse and dependents up to the age 23 and include:

- Identity Theft Assistance Unlimited Telephone Consultations and Advice
- Preparation for Simple Wills Advice on Small Claims Court
- Review of Contracts and Documents Living Wills and Medical Powers of Attorney
- Legal Letters and Phone Calls Discounted Rates

## 401(K) Plan

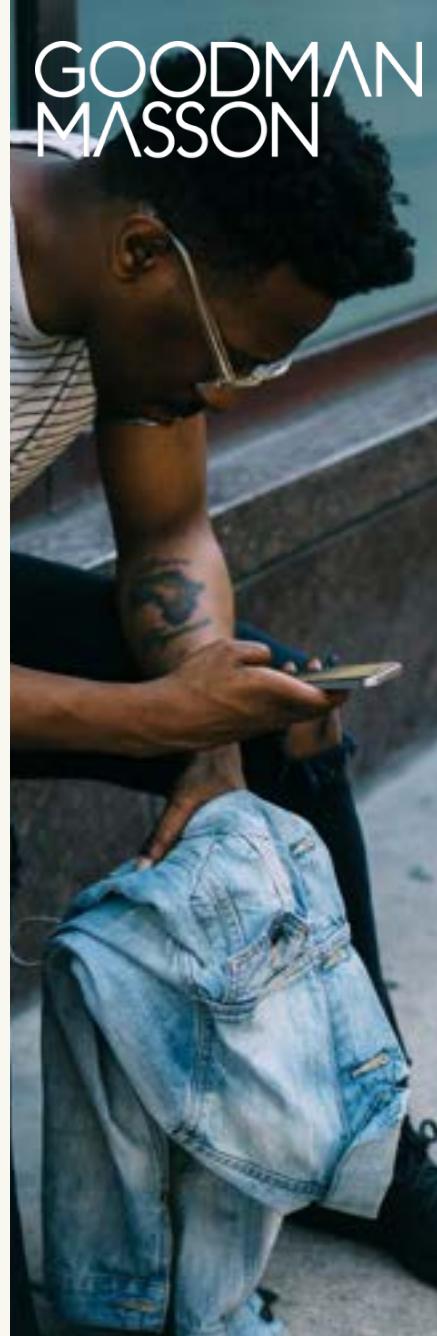
Retirement...there's a happy thought!

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

You can defer receiving a portion of your income until the time you are no longer working or even later and accumulate your retirement dollars on a tax-deferred basis (this means taxes are due upon withdrawal).

And you decide the amount of money to be regularly deducted from your pay cheque and transferred to your plan. The amount you accumulate depends upon the total dollars contributed and the rate of return realized on the plan assets.

It is also your choice where to allocate your money by selecting from a range of stock, bond, and other funding options based on your personal investment style and stage-of-life conditions.



# 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?**

- Face to face, telephone or online counselling
- Full case management protocols for all structured counselling cases
- Unlimited access to 24/7/365 confidential telephone helpline
- 24/7 critical incident telephone support
- Online Health & Wellbeing portal and Health e-Hub mobile app





## Your Birthday

Don't spend your birthday in the office.

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

## Sweat Equity Program

Making exercise a part of your daily or weekly routine can be one of the most important steps to having a healthy mind and body.

The Sweat Equity Program was developed with every lifestyle in mind. The program offers more types of qualifying exercises and the option to combine fitness facility visits with physical fitness classes to more easily reach the required 50 "workouts" in a six-month period.

Eligible Oxford plan members can get reimbursed up to \$200 in a six-month period. You can receive up to \$200 for every six-month period that you are in the program.

All you must do is go to the gym and/or an exercise class 50 times in 6 months.

Your reimbursement period begins on the date of your first fitness facility visit or class and ends after you have completed 50 visits, 50 classes, or a mix of visits and classes that add up to 50.



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## **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 does ours work?

- 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

## **Enhanced Paternity leave**

Historically overlooked but no more so that you can be home offering support and enjoying the special times.

How does ours work?

- 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 leave paid in line with state paid family leave



## UHC Oxford Health Insurance

You have access to the best in healthcare insurance with many different options...included but not limited to:

- National Network Insurance
- Co-Insurance
- Doctors Office Visits
- Hospital Care
- Emergency Room
- Prescription Card

## **UHC Oxford Vision Cover**

The Vision Cover will ensure that you have access to, and cover for, the following:

- Vision tests
- Pairs of lenses
- Frames
- Contact lenses

## **UHC Oxford Dental Cover**

You have access to the most comprehensive Dental Insurance Plans in the market. You will have varying levels of cover including, but not limited to:

- Diagnostics (evaluations, radiograph & other tests)
- Preventative Services (sealants, space maintainers & cleaning)
- Basic Services (emergency treatments, extractions, fillings & general services)
- Major Services (inlays, crowns, implants & dentures)
- Orthodontic Services (misalignment of teeth & bite)





## \$0 Cost Share RX List

The Affordable Care Act (ACA) makes certain preventive medications and supplements available to you at no cost – both prescription and over the counter (OTC). We work to help you understand and make the most of the ACA through our \$0 Cost Share Rx List.

## Oxford On-Call

No matter the issue, you can access Oxford On-Call® 24 hours a day, seven days a week for health care information. Oxford On-Call lets you talk with a registered nurse who can offer you suggestions and help guide you to the care that is right for you. You can also go online to chat with a nurse about your general health questions.

## Optional Life Insurance

You can purchase Optional Life Insurance in increments of \$20,000, up to \$500,000.

Optional Life Insurance coverage for your partner up to \$100,000.

Optional Life Insurance coverage of \$10,000 for each child.

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## RxCut® Savings Card

This Free Prescription, Lab and Imaging Savings Card gives you access to over 54,000 participating pharmacies to receive discounts of up to 75% off your prescriptions.

## Complementary Alternative Medicine (CAM)

There is more than one way to achieve a healthy spirit, mind and body. Goodman Masson can give you access to a network dedicated to complementary and alternative medicine (CAM).

It includes more than 5,100 providers in the following fields:

- Nutrition
- Chiropractic medicine
- Massage therapy
- Yoga
- Acupuncture

## Cancer Support Program

Goodman Masson wants to ensure that if in the unfortunate event that you, or a family member, must deal with cancer we can provide you with practical and emotional support during and after the treatment period. We will provide you with the following:

- Cancer awareness
- Disease and treatment education
- Treatment decision support
- Comprehensive cancer case management, addressing symptoms and side effects
- Second opinion support
- Patient empowerment through education and guidance
- Clinical coverage reviews of treatment, prescriptions and clinical trials
- Prescription drug management support
- Help with treatment-related travel and lodging
- Assist with coordination of care and benefit issues



# Social & Environmental Wellbeing

## 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)