

Sunrise UK Benefits & Programmes

- ❑ **Pension Plan** (money purchase scheme). Contributions are 8% (employer) and 4 % (employee) of pensionable salary. Includes pension for partner or spouse in the event of employee's death in service (25% of base salary). Available from first day of hire.
- ❑ **Private Health Care.** Company pays subscription for employee. Above Grade 6, the company pays subscription for partners and/or dependents as well. Available from first day of hire. Insured with BUPA (BUPA Select). Available to all staff. BUPA Dental Cover 2 is available for managers and above.
- ❑ **Life Assurance.** Four times base salary. From first day of hire, regardless of pension membership status.
- ❑ **Long-term Disability Insurance.** Following 26 consecutive weeks of absence (subject to approval). Pays 50% of base salary less State Invalidity Benefit. From first day of hire. Insured with Axa.
- ❑ **Vacation.** 20 days for all new hires plus public holidays, prorated according to start date and hours worked. Increasing to 25 days after 10 years service.
- ❑ **Employee Stock Purchase Plan.** Ability to purchase shares within company at a discount. From first day of hire.
- ❑ **Variable Compensation Plan.** Bonus payment for all staff, linked to individual and organisational performance. Target bonuses vary from 5% to 25% at senior manager level. Not guaranteed.
- ❑ **Tuition Reimbursement.** Financial support for educational or skill development. Subject to approval. From first day of hire.
- ❑ **Employee Referral Scheme.** Bonus payment for employees who refer individuals who are subsequently hired. Following probationary period.
- ❑ **Employee Assistance Programme.** Free information and counselling service available 24hrs daily. From first day of hire.
- ❑ **Season Ticket Loan Scheme.** Financial support to purchase annual transportation ticket payable back to the company on a monthly interest free basis.
- ❑ **Employee Recognition Programmes.** Various employee focused schemes.

All employee remuneration is benchmarked as a minimum biannually via Towers Hewitt.