



# Employee Benefits

Offering a range of benefits to our UK-based employees to support individual lifestyle choices.

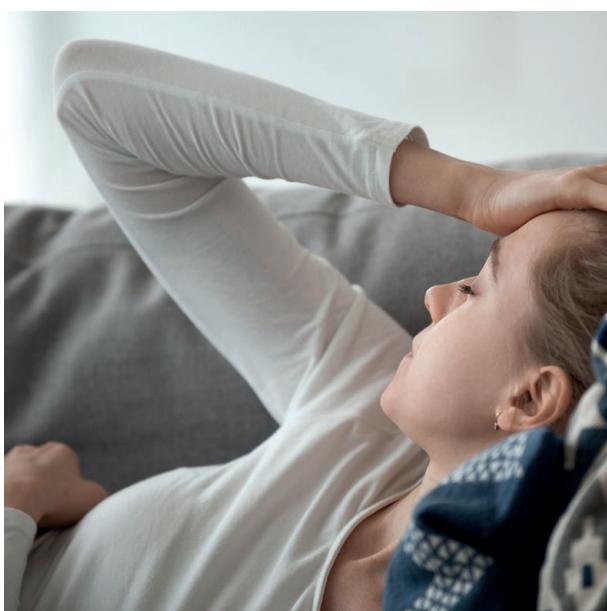


## Discretionary Bonus

An annual **discretionary bonus** may be paid to employees in non-commission roles. This bonus reflects company profitability and individual performance.

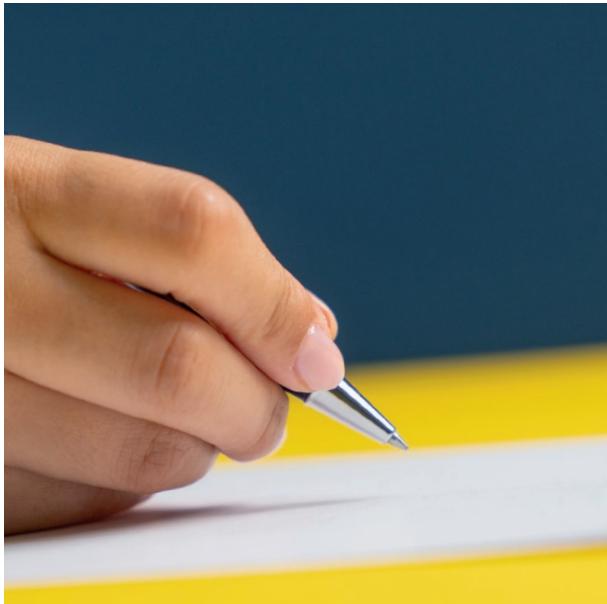
## Pension Scheme

Contributions are made by the company in line with legislative requirements on an **auto enrolment basis**.



## Company Sick Pay

We all get unwell from time to time, and to support our employees we offer an **enhanced company** sick pay scheme.



## Life Assurance

The company offers life assurance of **2x times basic salary** to all employees.

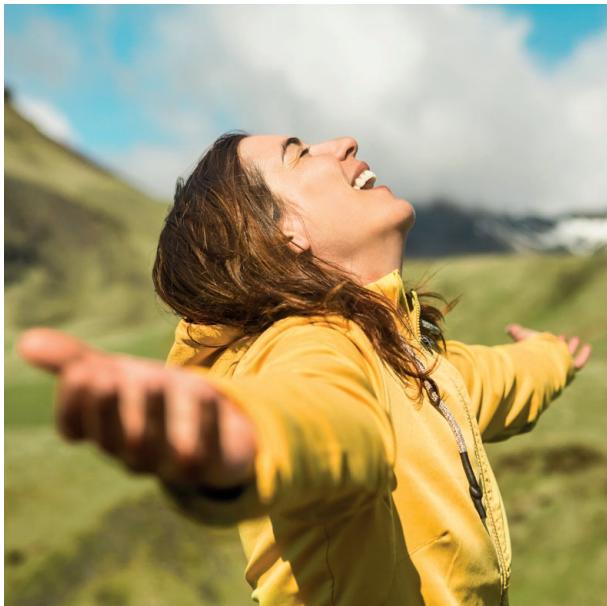
## Annual Leave

All employees are entitled to **25 days annual leave** per year, plus public holidays.



## Benefits & Reward Platform

Our platform, Perkbox, includes a reward and recognition scheme, offering free perks, discounts and a wellbeing hub to support our employee's mental health and physical wellbeing.



## Health & Wellbeing

Our programme offers a **suite of services**, including Employee Assistance Programme, Wellbeing Hub, Online GP services, eyecare, flu vaccination and cycle to work schemes, so you'll be well supported.

## Hybrid Working

We offer hybrid working arrangements between home and our UK office locations. This ensures flexibility while maintaining team collaboration.



## Flexible Working

We understand that flexibility helps people thrive. That's why all employees can request flexible working arrangements. With core hours from 9:30am to 4:30pm, we offer the freedom to shape your workday around your life, while still staying connected with your team.

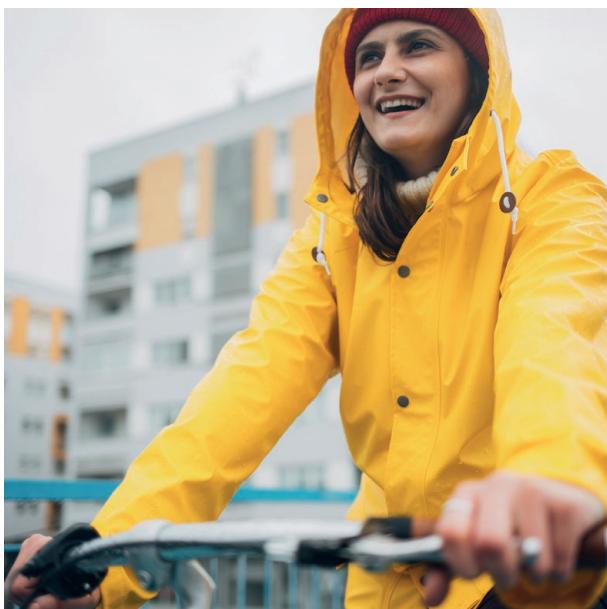


## SAYE (Save as you earn scheme)

The opportunity to save a fixed amount every month through a **SAYE scheme**, for a designated savings period of 3 years. At the end of the savings period, those who have taken part will receive a guaranteed tax-free bonus.

## Recruitment Referral Scheme

To reward our employees for referring new talent to the company, **we pay £2,500.** when a new recruit is offered the job and successfully passes their 6-month probationary period.



## Free Independent Financial Advice

Provided by **CMS Wealth** on an annual basis to all staff.



## Will Writing Service

The free service is provided remotely, either by telephone or video call. You will have a **will specialist** to help you complete each step, from start to finish.

## Professional Memberships

We understand that continued professional development is important to our employees, so we cover the cost of our employees' **professional fees** and **membership subscriptions** where it is related to their role.



## Talk to us

Start your career with Netcall today

JOIN OUR TEAM