

GUINNESS



The Fleet Alliance team outside the Guinness Factory, Dublin Weekend June 2011



Fleet Alliance Loves: Rewards and Culture

The softer side of business

Fleet Alliance Loves captures our softer side under the banner of Corporate Social Responsibility. It's about how we look after our people, our charity and community efforts and how we do our bit for the environment.

Culture and well-being are fundamental to the way we work; factors which are reflected in our staff benefits scheme. **Fleet Alliance Loves: Rewards and Culture** covers elements such as financial reward and leave entitlement through to culture and personal benefits.

At Fleet Alliance everyone is treated fairly and with respect and feedback and opinion is always welcomed. Every member of the Fleet Alliance team has clear goals and objectives and has the opportunity to put their point across in our annual confidential staff survey.

Our most recent survey showed that 100% of staff said their aims and objectives were well communicated; their managers treated them fairly and they felt empowered to do their jobs. Impressive figures which we are very proud of.

Working in a sales environment is reflected in our culture. Success is rewarded on achieving targets and healthy competition is encouraged. You are part of a dynamic and innovative sales environment where client focus is paramount.

Our head office is situated in Glasgow's city centre, located on the top floor of a Grade B listed building affording us a spectacular view and lots of natural light. The offices are open plan with our management team situated within the main office space.



Lunchtimes are spent relaxing in our light and airy atrium which is equipped with a TV, pool table and internet access. It provides a social environment where staff can get away from their desks and spend time with team members from other departments.

We place a strong emphasis on social events and charity, with dedicated teams for both. Success is celebrated and some of our benefits are directly linked to this, with Maggie's Cancer Caring Centres being our primary charity.

Fleet Alliance Loves: Rewards and Culture

T 0845 601 8407 F 0845 601 8408 E info@fleetalliance.co.uk W www.fleetalliance.co.uk



Fleet Alliance

Fleet Alliance Loves: Rewards and Culture is comprised of a range of benefits which are grouped into three categories; Core, Flexible and Optional.

Core Benefits

Core Benefits are available to all staff by default and consist of the following:

Financial

- Competitive salary and annual review
- 5% non-contributory pension scheme
- Company car (applicable to role)
- Mobile phone (applicable to role)
- Competitive commission/bonus structure (applicable to role)
- Preferential vehicle rates for friends and family
- Regular one to one appraisals
- Recommend a friend bonus - £1,000 upon completion of probation
- Recommend a client bonus - £100 upon delivery of first vehicle (non-sales staff only)

Leave entitlement

- 35 days leave per year consisting of:
 - 25 days (floating)
 - 10 mandatory holidays:
 - New Year's Day
 - Good Friday
 - Easter Monday
 - 2 May bank holidays
 - Christmas Day
 - Boxing Day
 - 3 weekdays between Christmas and New Year

(These 10 days are deducted from leave entitlement at beginning of leave year)

- 1 birthday day (to be taken on birthday or day after)
- Early close on Friday (5.00pm)

Health and well-being

- Free life insurance cover (4 x basic salary)
- Fresh fruit
- Chilled mineral water cooler
- Personal well-being fund (£50 a year)
- Lifestyle management concierge service

Social, charity and community

- Dedicated social and charity teams with yearly budgets
- Champagne Fridays for successful business weeks
- Company charity support and fundraising social events
- Annual school work-experience training
- Local football team sponsorship
- Charity dress-down and breakfast days – last Friday of each month
- Voluntary staff charity contributions – taken directly from payroll
- Volunteer day off to spend helping the local community



Flexible Benefits

Flexible Benefits allow you to pick and choose a range of additional benefits that suit you best. You are allocated nine points to spend on any benefits you wish.

Choice

- Fully expensed car parking 7 points
- Health screening 6 points
- Enhanced pension (for every additional £10) 1 point
- Expensed gym membership* (for every £15 per month) 2 points
- Private Healthcare* (family members can also be covered using additional points) 3 points

*taxable benefit

You may choose any combination of Flexible Benefits you like. If your choice takes you over nine points, you can buy additional points by sacrificing salary (see 'buying additional points').

Flexible Benefits (continued)

Buying additional points

You can buy additional points (£10 per point) to take more Flexible Benefits than your basic nine points allow.

You buy these additional points by sacrificing a proportion of your salary in the same manner as **Optional Benefits** (see next section for worked examples of how cost effective this can be).

Example

If you would like fully expensed car parking and private healthcare (10 points when combined) you may sacrifice £10 from your gross pay to gain one extra point.

- | | | |
|---|-----------|---|
| <input type="checkbox"/> Basic allowance | 9 points | |
| <input type="checkbox"/> Fully expensed car parking | -7 points | |
| <input type="checkbox"/> Remaining points | 2 points | |
| <input type="checkbox"/> Private healthcare | -3 points | ✗ |

Increase remaining total by buying 1 point (£10)

- | | | |
|---|-----------|---|
| <input type="checkbox"/> Increased remaining points | 3 points | |
| <input type="checkbox"/> Private healthcare | -3 points | ✓ |

Any additional points bought are paid for from your gross monthly pay (salary sacrifice). The net cost per additional point per month for 20% taxpayers would be £6.90 and £5.10 for 40% tax payers.

Despite the point costing £10, by using salary sacrifice to pay for it, it actually costs you a lot less.

Most benefits are tax free, however some are taxable (those marked with an asterisk). The additional cost to you is your tax rate multiplied by the cost of the benefit.

For example, if your gym membership costs Fleet Alliance £60 per month and your tax rate is 20% you would pay an additional £12 per month. At a tax rate of 40% you would pay an additional £24 per month.



Optional Benefits

Optional Benefits are in addition to Core and Flexible Benefits. Optional Benefits let you sacrifice a proportion of your gross monthly pay in return for a non-cash benefit.

By taking advantage of salary sacrifice you can access an additional range of benefits which are available at no financial detriment to you and can be used to benefit you or members of your family.

Choice

- Mobile phone contract
- Childcare vouchers (taxable if over £243 per month)
- Bike (under bike to work scheme)
- Health screening
- Car

Here are a few cost examples of how much you can save by using salary sacrifice to fund one or more Optional Benefits:

Mobile phone contract

- Example monthly cost: **£45**
- Cost to 20% tax payer: **£23.43** (48% saving)
- Cost to 40% tax payer: **£20.03** (55% saving)

Health screening

- Example cost: **£720**
- Cost to 20% tax payer: **£440.43** (39% saving)
- Cost to 40% tax payer: **£376.60** (48% saving)