

**UBISOFT**





# Ubisoft FGOL

Benefits Package

# WELLBEING ALLOWANCE

We care about your health and wellbeing, which is why we're giving you all an annual allowance of £750 to be used towards activities to keep you happy and healthy.

It covers a range of activities:

## **Fitness Activities**

This covers activities such as gym memberships, yoga classes, swimming, tennis, Badminton, horse riding, rock climbing, fitness classes, block or individual personal training sessions, etc.

## **Wellbeing Activities**

This covers activities such as meditation classes, acupuncture, reflexology, physiotherapy, weight loss classes, facials, massages, nutritionist consultations, hypnotherapy, Cognitive Behavioural Therapy (CBT), etc.

## **Fitness and Wellbeing Equipment**

This covers items such as yoga mats, gym equipment, fitness DVDs, treadmills etc. for the purpose of home use.



# TRAVEL ALLOWANCE

We care about your work life balance and we encourage you to book your annual leave which is why we're giving you all an annual allowance of £750 to be used towards your leisure travel expenses

The Travel Allowance covers:

- Hotel Accommodation
- Home Rental for example Air B&B, holiday lettings, villas
  - Cruises
  - Flights
  - Eurostar



# MOBILE PHONE & TABLET ALLOWANCE

We care about you having the newest technology, which is why we have increased the mobile & tablet allowance to **£500**.

## GAME ALLOWANCE

A game allowance of **£225** for you to be able to purchase the following games:

- PC
- Mobile
- Console games





## Vitality (Health Cover/PMI)

Vitality is insurance that rewards you for being healthy. As well as protecting you when things go wrong, it also helps lead a healthier life.

There is a flexible Joining Date, if you decide you would like to added to the Vitality plan please fill in the Opt In Form

### **What does health insurance cover?**

Private medical insurance is designed to cover the cost of private medical treatment for acute conditions. An acute condition is a disease, illness or injury that is likely to respond quickly to treatment and return someone to the state of health they were in before, or lead to a full recovery.

This is separate to the Wellbeing benefit claim





# Westfield (Cashback Plan)

You can have many health costs covered, from dental appointments to optical check ups, therapy treatments and more. You can claim back 100% of the money you spend straight away, up to the maximum allowance provided by your cover. (See Level 4)

There is a flexible Joining Date, if you decide you would like to be added to the Westfield plan please send an email to HR requesting to be Opt'd in.

You can have many health costs covered, from

- Dental appointments
- Optical check ups
- Therapy treatments and more.

You can claim back 100% of the money you spend straight away, up to the maximum allowance provided by your cover. (See Level 4)

This is separate to the Wellbeing benefit claim





## AEGON (Pension)

After passing probation you can now decide whether you would like to Increase your pension contributions and FGOL will top up

Changes can be flexible but please think about speaking with Stuart Finlayson (Pension financial advisor) on what works best for you.

FGOL Contribution	Employee Contribution	Total Contribution
7%	4%	11%
8%	5%	13%
9%	6%	15%

**Currently: Auto Enrol/During Probation:**

Employee: 5%, Employer: 4%





# Travel Loan (Bus/Train)

The bus or train season ticket loan scheme allows employees to have an interest-free loan for the cost of a public transport annual season ticket which will be repaid within the lifetime of the season ticket (by **10** equal monthly instalments).

The scheme provides annual season ticket loans where the transport provider does not provide their own interest-free scheme for the purchase of annual season tickets.

This is separate to the Personal Travel benefit claim





# CHRISTMAS SHOPPING TIME

During late November and December you will be able to leave work earlier on Friday to spend time doing some Christmas shopping.

You will be able to leave work by 3pm on Friday as long as you make up the time in the week and get manager approval at the beginning of the week



# ANNUAL LEAVE

We have increased holiday allowance depending on length of service:

- After 3 years length of service your entitlement will increase to **27 days**
- After **5 years** it will increase to **30 days**

**The holiday entitlement will increase from the start of the holiday year.**

*For anyone who has 3 and 5 years length of service as of the 8<sup>th</sup> September, will have an additional 1 and 2.5 days added to their annual leave in HRTB*

