

rewards and culture  
privilege

# privilege rewards and culture

A benefits package should be about more than just benefits. At Fleet Alliance, culture and well-being are fundamental to the way we work too. So we've created Privilege to be more than just a standard package. **In fact, it's all sorts of good stuff!**

At Fleet Alliance everyone is treated fairly and with respect, where feedback and opinions are always welcomed. Each 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.

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.

There is no hierarchy. We have a flat structure which encourages a relaxed and open management style. Our managers are there to support, mentor and coach.

Breakfasts and lunchtimes are spent relaxing in our light and airy atrium which is equipped with a 32 inch plasma tv and pool table. It provides a social environment where staff can escape 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 (some of our benefits are directly linked to this) with Maggie's Cancer Centres being our primary charity for 2009.



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## Financial

- Competitive salary and annual review
- On target earnings package  
*Applicable to role*
- 5% non-contributory pension scheme  
*Upon completion of probationary period*
- Company car  
*Applicable to role*
- Mobile Phone  
*Applicable to role*
- Competitive commission/bonus structure  
*Applicable to role*
- Bonus for introducing a new member of staff: £1,000 net  
*Upon completion of probationary period*
- Bonus for introducing a new client: £100 net  
*Non-sales/account management staff only - upon completion of probationary period*
- Preferential vehicle rates for friends & family



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## Leave entitlement

- 29 days holiday entitlement  
25 days plus nine statutory holidays
- Increased entitlement for members of staff who have completed five consecutive years of service with the company.  
One day per year up to a maximum of five days
- Office is open all year round with the exception of the following days:
  - New Years Day
  - Easter Monday
  - Two May holidays
  - Christmas Day
  - Boxing Day
  - Three days between Christmas and New Year

These nine days are considered statutory holidays and are deducted from your leave entitlement at the beginning of the leave year.

- Office is open 9am to 5.30pm Monday to Thursday with a 5pm finish on Fridays
- Day off on birthday

## Health and well-being

- Fully expensed private healthcare  
Upon completion of probationary period
- Free life insurance cover  
4 x basic salary
- Weekly delivery of fresh fruit
- Office watercoolers
- Dedicated staff area  
The Atrium: 32 inch plasma TV, pool table
- Individual and group well-being funds



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## Communication

- Regular 'one to one' appraisals
- Annual confidential staff survey
- Regular team meetings
- Bi-annual company meetings
- TalkBack - Q & A breakfasts & lunches
- Nutshell - quarterly internal newsletter

## Training and career progression

- 'Meet the team'  
One day with each department for new starts
- Formal training plan for all members of staff - reviewed at appraisal
- Job opportunities advertised internally  
Where appropriate

## Employee involvement

- Mystery Box  
Company rewards for excellent sales weeks
- Rewarding Ideas  
Profit sharing scheme for suggesting improvements that lead to company savings/improvements
- Charitable events



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## Social

- Dedicated company Social Team & budget
- Annual away days
- Celebrating success – Champagne Friday's
- Staff gifts for special occasions

## Charity and community

- Dedicated Charity Team & budget
- Annual company charity
- Matched funds for those members of staff with own charity
- Christmas card donation to company charity
- Annual school work experience
- Local football team sponsorship
- Charity dress down & breakfast day  
Last Friday of the month
- Voluntary staff charity contributions  
Taken directly from payroll
- Volunteer day - day off to spend helping the local community  
Subject to approval



