

Your Perk Pack.

#TeamArthur



The Intro.

Simply, everything we offer at Arthur is all about investment in you, inside and outside of the workplace.

We've tailored our benefits to support your health, wealth, and continued success whilst truly creating a work-life balance.

Inside you will find our benefits covering...

- **The Money Machine**
- **The Success Circuit**
- **The Time Bank**
- **Level Up**
- **The Wellbeing Hut**

- All areas covered in the Perk Pack are subject to change and do not constitute part of your employment contract.

Contact Sarah Delea for full policy disclosure.

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Tailored to Suit You.

We offer benefits that supports your health, wealth, and continued success whilst truly creating a work-life balance.

• The Money Machine

- Market-Leading Commission
- Highest % of Target Award
- Top Biller Award
- MVP Award
- Great Recruiters Award
- Best Newcomer Award
- Independent Financial Advice

• The Success Circuit

- Spin to Win
- Cash on Tour
- Top Billers' Lunch
- Annual Incentive Trip
- Summer & Winter Celebration

• The Time Bank

- Reduced Core Hours
- WFH Two Days a Week
- Flexible Working
- Enhanced Mat & Pat
- Additional Days Off
- Market-Leading Systems
- Sabbatical

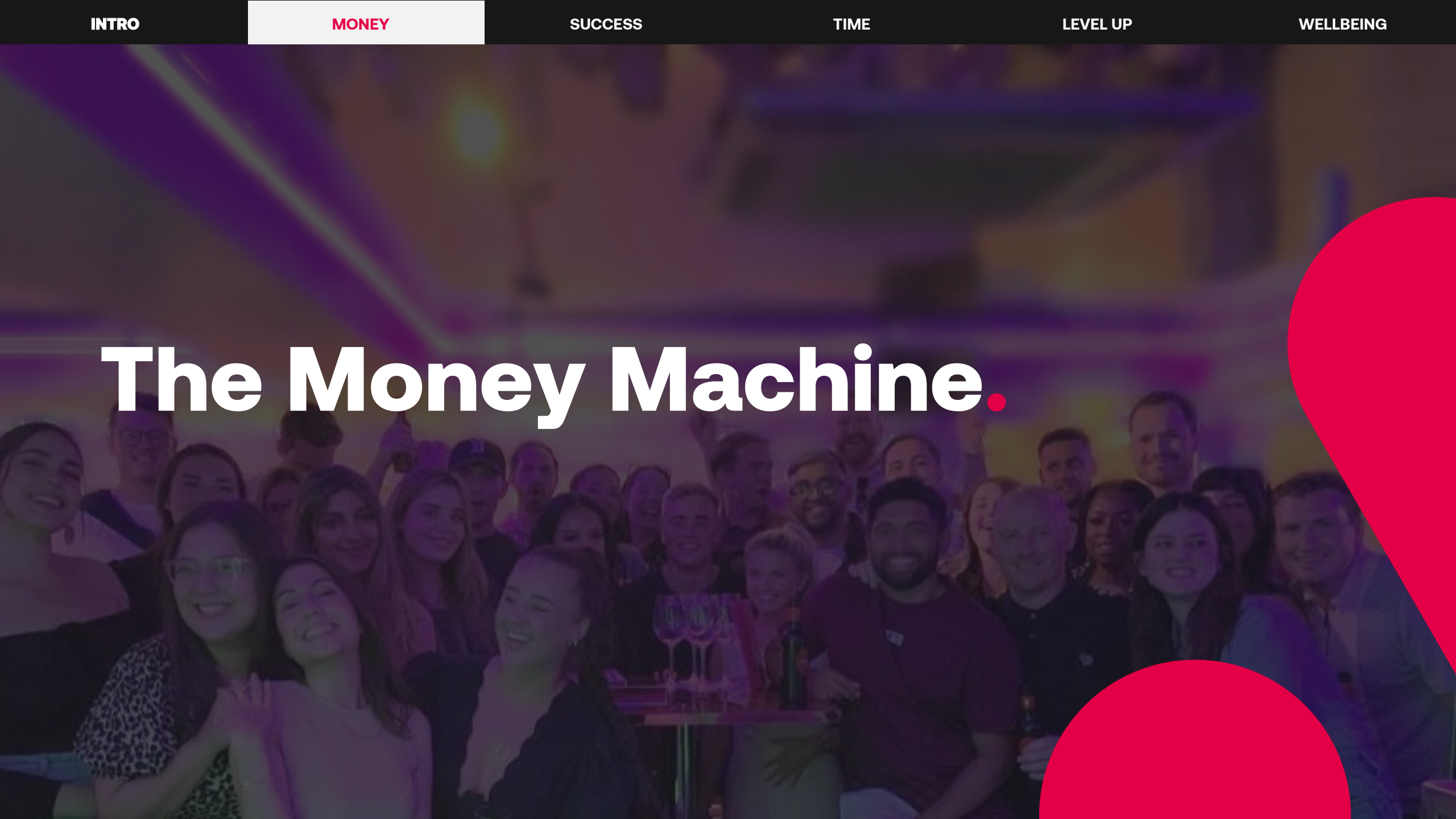
• The Wellbeing Hut

- Vitality Healthcare
- Death in Service
- Healthy Eating Provisions
- Wellbeing Days
- Easy Commuting
- Giving Back

• Level Up

- Bespoke Training
- Clear Progression
- Transparent Promotional Criteria

The Money Machine.



Money: Commission

We invest in the wealth of Team Arthur.

Alongside a competitive base salary, we have created a market-leading commission scheme, so each consultant has the opportunity to increase their income.

Our commission structure is completely uncapped, meaning there's always a reason to top that personal best.

All details are released to members of Team Arthur as we encourage a transparent and forward-thinking work environment.

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Money: Awards

We reward hard work whatever your level, experience, and position. On a Quarterly and Annual basis, our awards highlight success across the company, from those who have billed most over target, to Top Biller, to the Most Valuable Player (MVP) hand-chosen by management.

We also recognise the Best Newcomer at the end of each year, with a prize of £1000.

All awards are paid into your salary.

Who knows, you might even get a little trophy too.

Award	Quarterly	Annual
Highest % of Target	£500	£1000
Top Biller	£500	£1000
MVP	£500	£1000
Great Recruiters	£500	£1000
Best Newcomer		£1000

Money: Independent Financial Advice

Everyone at Arthur has access to our Independent Financial Advisor, to help with financial planning and education, something we are passionate about offering the people here.

With access to a range of pension plans, our Independent Financial Advisor can highlight the right ones to suit your needs, as well as visiting the office monthly to assist with your financial planning requirements, from buying a property to tax advice.

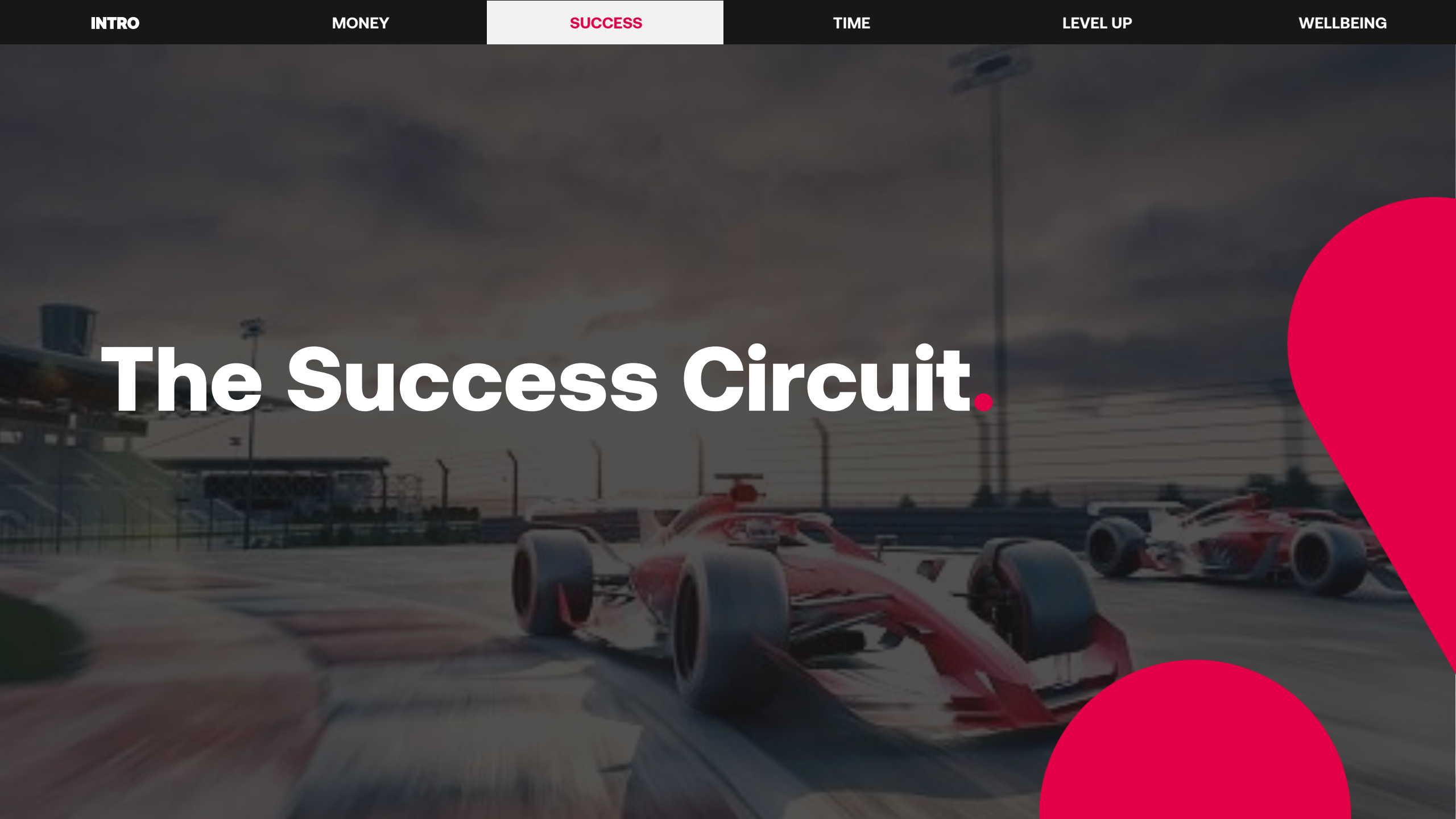
“ The Finance Advisor helped me identify investment opportunities, significantly reduce my tax expenditure, and choose a pension plan that offers my wife and children financial security. ”

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The Success Circuit.



Success: Spin to Win

Each month we offer Team Arthur the opportunity to Win a Spin. Winners of internal monthly competitions based on activity can walk away with prizes that include experiences, vouchers, and lunches.

Regardless of your level or expertise, it's a bit of fun for everyone.



“

I won £100 to spend on any experience I want from the spa to sky diving for my first placement.

”

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Success: Cash for your Bash

We think it's great that all of our teams have the opportunity to go out together and celebrate their success.

Every quarter, each team over target can be awarded up to £150 per person. The Arthur Teams visit some of London's hottest spots or they can roll their stake over for a bigger experience, including a trip abroad.

% Over Target

Cash on Tour

10% over target	£30 pp, leave office at 16:30
20% over target	£50 pp, leave office at 14:30
30% - 50% over target	£100 pp, leave office at 12:30
50% +	£150 pp, leave office at 12:30

Success: Top Billers' Lunch

We take our Top Billers to lunch every quarter.

The Top 10% of our Money Makers and a Most Valued Player will be invited to a Michelin Star lunch with a member of the leadership team to celebrate.


HAKKASAN

D I N N E R
by heston blumenthal

SCOTT'S
MAYFAIR

GYMKHANA

Success: Annual Incentive Trip

This year, we invited our top 10 billers, an MVP, and a member of support to an incentive trip to celebrate their success in Mexico.

The trips are determined by our social committee which is represented by a volunteer from each function.

Some of the places we've previously visited...

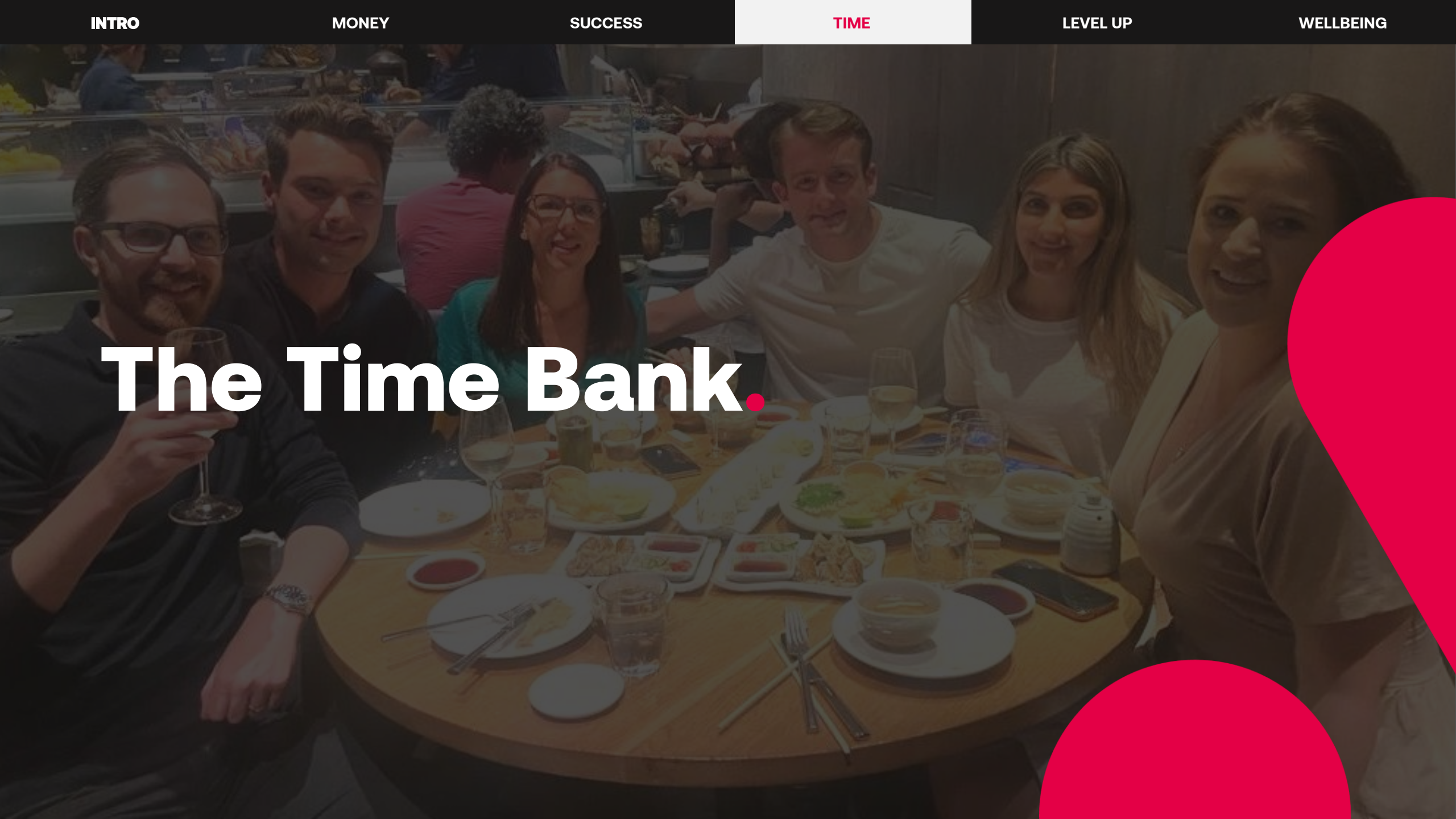
- Reykjavik
- Budapest
- Valencia
- Lisbon
- Cancun
- Old Trafford

Success: Summer & Winter Celebration

Every year we host a Summer and Winter Event for all of Team Arthur, just as a chance to spend time together outside of the office and celebrating your triumphs.

The trips are determined by our social committee which is represented by a volunteer from each function.

The Time Bank.



Time: Core Working & Flexible Hours

Core Working

As an employer, we feel it's important for people to live their lives both inside and outside of the office.

Our Core Hours are as below:

Mon – Thurs
9.00am – 5.00pm

Fri
9.00am – 1.00pm

This means, every week our people get 4 hours back into their personal time, work a 32 hour week, and save 27 working days a year.

We all come to the office at least three days a week, once you've passed probation and are over your year-to-date target you can come into the office two days a week.

Flexible Hours

You can start your working day +/- 1.5 hours around our Core Hours.

This means you could start anywhere from 7.30am to 10.30am and end from 3.30pm to 6.30pm.

Time: Enhanced Mat & Pat

We offer enhanced maternity and paternity leave.

Our Maternity Leave pays up to 100% salary for the first 12 weeks.

We have also included an additional two weeks' full pay for Paternity Leave.

This time is to be taken in your new-born's first 6 months so you can be there for those special moments.

Time: Additional Days Off

Each year, our team receive a number of additional paid days out of the office alongside their 26 minimum days holiday.

This is how it breaks down:

- 22 days minimum
- + Arthur Birthday
- + 3 Days Dec / Jan Close

You will also receive days off for:

- Work Anniversary
- Moving House
- Weddings
- Civil Partnerships

In addition to this, you can also buy or sell five days' holiday, and carry five over into the next year.

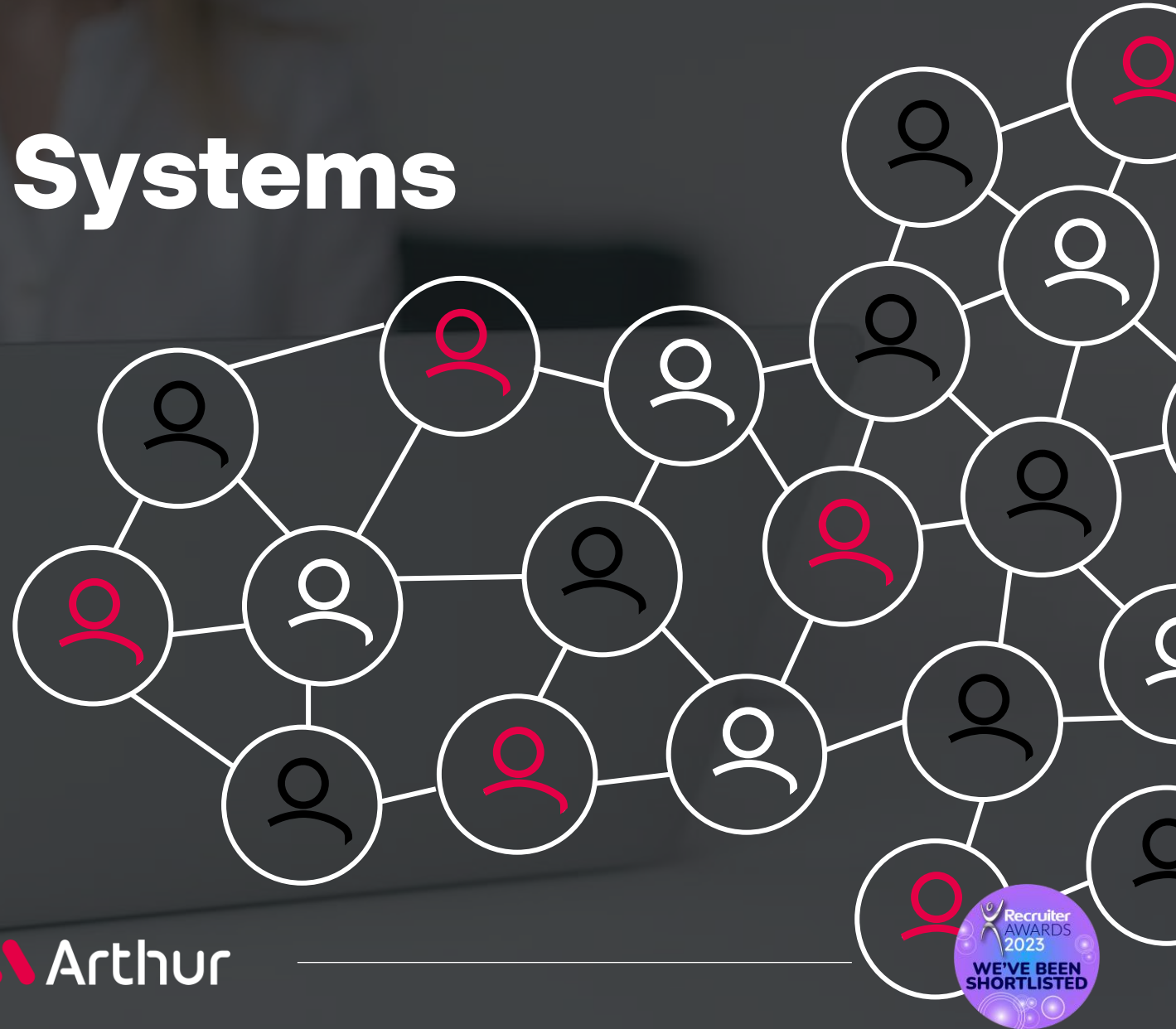
Level	Annual Amount
Consultant	22 Days
Senior Consultant	22 Days
Principle Consultant	24 Days
Manager	24 Days
Associate Director	26 Days
Divisional Director	26 Days
Business Development Director	28 Days
Director	28 Days

Time: Market-Leading Systems

Every piece of our tech stack is there to save you time. On average this technology saves Arthur consultants 7 working days a month.

In the background, there are 19 systems which are all designed to help you succeed.

This means you can spend as much of your working day with the market rather than doing admin.



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Time: Sabbatical

The people at Arthur are what makes Arthur.

In true company spirit, we want to ensure you have the time to live your life however you wish.

At 3, 5 & 10 year intervals you can take a break and recharge. This additional allowance is to be taken in the year its awarded.

We want you to take a moment, take a holiday, spend time with the family, and do what makes you happy.

Tenure	Annual Amount
3 years	5 days
5 years	10 days
10 years	20 days

Level Up: Advance with Arthur

Our investment in you is more than just a market-leading commission scheme and financial rewards. We offer a clear progression path with guidance and support from external trainers to help you level up to your next position.

The Arthur Investment in You programme is designed to help you prepare for the next stage in your career. Whichever path you want to take, we'll offer you tailored learning and development to support you on your journey.

Manager Route

Director

Divisional Director

Manager

Billing Route

Sales Director

Associate Director

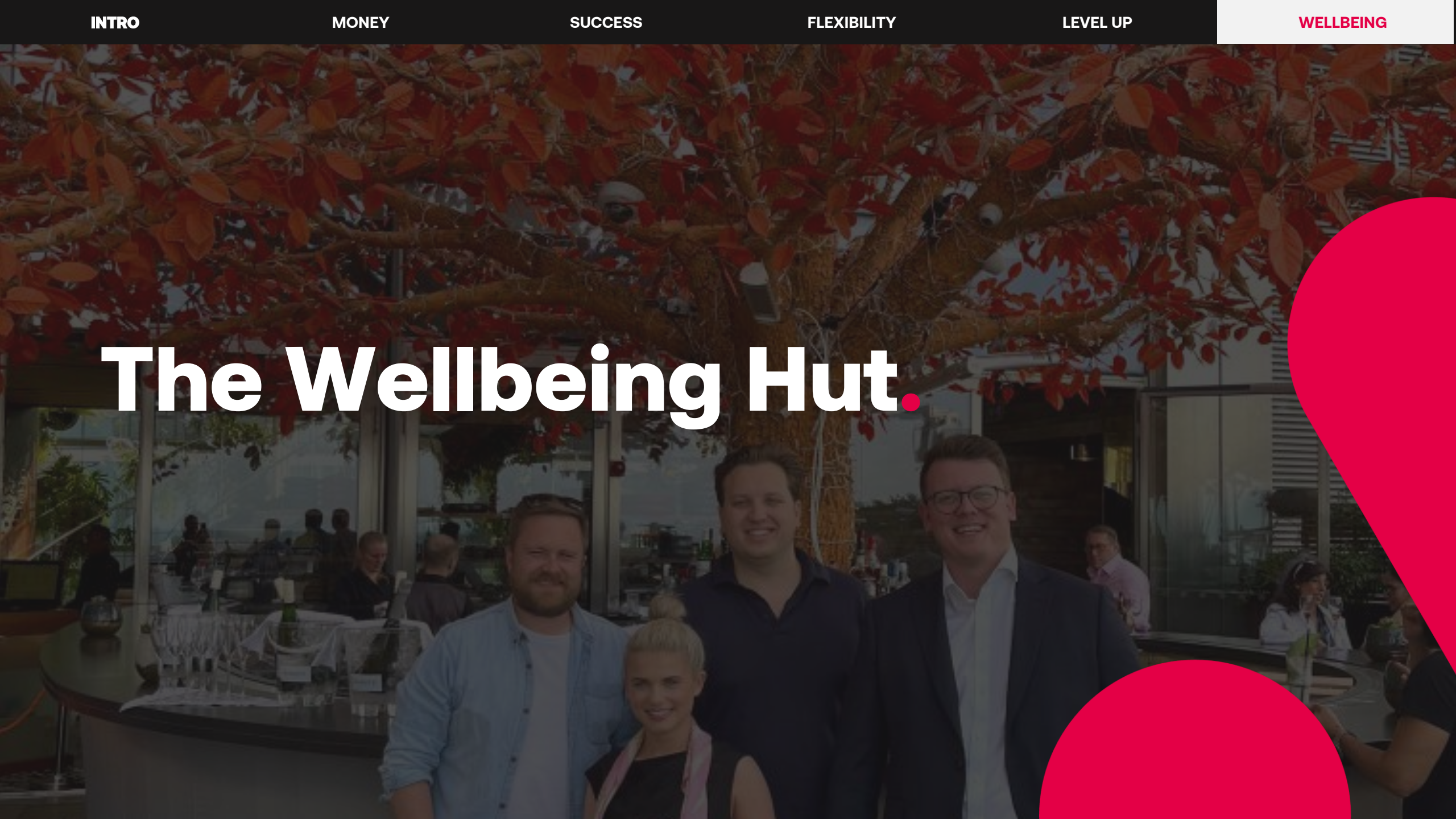
Principal Consultant

Senior Consultant

Consultant

Associate Consultant

The Wellbeing Hut.



Wellbeing: Vitality Healthcare

Your health is the most important wealth.

We want you to be able to bring your true self to work every day.

Our culture is built on great people achieving great things as a team, and to do that, you need to look after yourself.

That is why we offer Vitality Healthcare to everyone in the business.

- Private Healthcare
- Mental Health Support
- Discounted Gym Membership
- Free Apple Watch
- Free Coffee
- Ocado Delivery
- Cinema Tickets
- Breaks & Spa Days
- Discounted Sportswear

SAMSUNGExpediaWATCHWAITROSE
& PARTNERSfitbitCAFFÈ
NEROMindful
ChefPUREGYMprimeODEON

Wellbeing: Death in Service

All members of Team Arthur are covered by our company Death in Service Policy.

We want to protect your loved ones in the event of your passing.

Beneficiaries are chosen by you and tend to be a family member or dependants.

Our cover offers 4 times your base salary and requires no annual or monthly premium to pay.



Wellbeing: Wellness Days & Breakfast

Wellness Days

Once a month, we hold Wellbeing Days where exercise and health experts into the office. Alongside this, we also want to look after your social wellbeing so frequently get together for a giggle in whatever form that may take.

- Yoga
- Smoothies
- Massages
- Nutritional Experts
- Exercise Sessions
- Lunch Club
- Pizza & Pool Nights

Breakfast

With hectic lifestyles, sometimes it's almost too easy to grab the quick food without really thinking, so when you're in the office we want to make sure you have healthy snacks on hand.

Whether that's a bite for breakfast, or a snack during the day, we offer healthy eating options in the office including fruit, milk, cereals, and more.

Wellbeing: Easy Commuting

Cycle to Work

We know public transport isn't everyone's cup of tea and some people really appreciate using exercise as their favourite means to commute.

Our Cycle to Work Scheme means you can purchase a bike through salary sacrifice, reaping the tax rewards and leaving you with a bike to use for commuting or simply for fun in your free time.

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Wellbeing: Giving Back

We all have causes that are meaningful to us.

As an employer, we offer two paid days off outside of your holiday allowance to give you the time to dedicate to charitable causes that are close to you.

We also match donations of up to £200 to a charity of your choice as a token of our support to causes that matter to you.



DementiaUK



DROP4DROP

Shelter



MOVEMBER®
FOUNDATION



THE BROKERAGE



AHOY

MACMILLAN
CANCER SUPPORT



CURE
PARKINSON'S



Save the Children



FUTURE DREAMS
FOR THOSE TOUCHED BY BREAST CANCER



THE
FELIX
PROJECT

B.E.A.R.S.
BASICS ESSEX ACCIDENT RESCU

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Refer an Arthur Consultant? Let's Talk.

You will receive £3,000 for the successful referral of an experienced consultant and £1,000 for someone with under 12 months.

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