

# Pearson May Benefits

**At Pearson May, we consider our valued staff to be our most important business asset. As such, we offer a range of comprehensive benefits designed to recognise your contribution to the overall success of the firm.**



## HOLIDAYS

- All staff, other than students, receive 33 days annual leave, with the opportunity to buy or sell up to five days of holiday per annum. Students receive 28 days annual leave in addition to their study leave.



## LIFE ASSURANCE

- All staff under state pension age are automatically enrolled into the Pearson May Group Life Assurance Scheme which provides cover of 4x annual salary. Our family is important to us, and so is yours.
- In addition to the life cover, staff are also provided with the following benefits:
  - Access to a 24/7 confidential bereavement counselling helpline.
  - Access to a free-to-use probate helpline.



## HEALTH AND WELLBEING

- Pearson May has partnered with Simplyhealth to provide a range of health and wellbeing support including:
  - Unlimited 24/7 GP appointments.
  - 24/7 counselling and advice services.
  - Video physiotherapy appointments.
  - Access to wellbeing support, resources, exclusive offers and discounts.
  - Financial support for dental, optical, physiotherapy, osteopathy, chiropractic, podiatry, reflexology and prescription costs.



## PENSIONS

- All employees can make contributions to the Pearson May Group Personal Pension Scheme.
- Pearson May will make an employer contribution of 3% of your gross pay to help you prepare for later in life.
- We also offer salary sacrifice for our pension scheme which is an efficient method of saving for your retirement.



## PROFESSIONAL SUBSCRIPTIONS

- Pearson May will pay the cost of memberships fees for all job related professional bodies.



## CLIENT REFERRALS

- Referral bonuses will be paid where you introduce new clients to help the firm grow.



## EMPLOYEE REFERRAL BONUS

- The firm is always looking for talented and committed individuals to join our business. If you know someone with the skills we need, let us know, and reap the rewards.



## STUDY AND SUPPORT

- For those studying with us, we cover the cost of your studies and provide you with paid leave to complete your training courses.



## CAR PARKING

- At both our Bath and Chippenham offices there is free car parking available for all staff.



## CHRISTMAS BONUS

- In order to get your festivities off to a good start, each year the firm pays a discretionary Christmas bonus to all staff.



## SOCIAL

- All employees are welcome to join our social events such as our annual summer party and annual Christmas parties.



## TGIF

- We understand that by the end of the week you're ready for the weekend! To get your weekend off to a good start, all of our offices close at 4:00 on Fridays.