

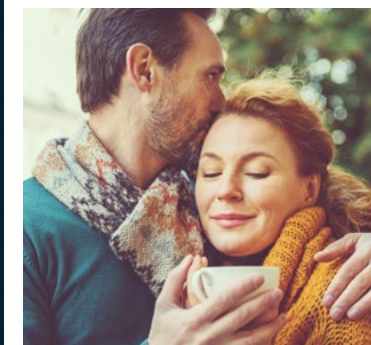
RewardHub

Benefits at your fingertips

RewardHub is packed with everything you need to perfect your work/life balance.

As one of the business' most important assets, our benefit scheme focuses on you as an individual. RewardHub makes it easy for you to select and access your benefits, so that you can focus on living in the moment.

With some exciting new benefits and a range of proven packages, this brochure showcases everything you and your family need to be happy and healthy throughout the year.



Contents

[RewardHub in more detail](#)

Understand more about the scheme

[Protect your future](#)

Benefits to help you prepare for the road ahead

[Health & happiness](#)

Benefits to look after your wellbeing at work and at home

[You & your loved ones](#)

Benefits to support you outside of work

[More for you](#)

Some extras to help you on your journey

[Total Reward Statement](#)

You're worth more than just your salary

[Let's get started](#)

Make your selections from the RewardHub website

RewardHub

in more detail

James Hay is dedicated to making a difference for our Investors and Advisers. Now it's time to focus on you, with a range of benefits to help you make more time for the fun stuff.

We've split the benefits into three different categories:



Protect your future

Benefits to help you prepare for the road ahead



Health & happiness

Benefits to look after your wellbeing at work and at home



You & your loved ones

Benefits to support you outside of work



Everything you need to create your benefits package is at your fingertips.

Select the ones that work best.



Enjoy going out?

Save up to 50% on meals with a Restaurant Discount Card.

With you at every turn

Your world never stops changing. As you reach new milestones in your life, whether you are getting married, having a baby or there's a change in your pay, you can personalise your benefits to make sure you are supported and feel the difference.

✉ How can we help you?

Call the helpdesk on **023820 20038**. We're open Monday to Friday, 8.30am – 5.30pm.

Or, login and submit a query through RewardHub online support.



Protect your future

Benefits to help you prepare
for the road ahead



Eye Test

You're entitled to a free eye test every two years, if you use a computer for work.

You're entitled to a free eye test every two years, if you use a computer for work. You may also qualify to claim £50 towards the cost of glasses, if you need them. Part of the cost can also be claimed via Concur and in line with the Eye Test policy.

Read the HR page on Hub for more.

Life Assurance



Look after your loved ones in the future

Should the worst happen whilst employed by James Hay, your beneficiaries will receive a lump sum to support them financially. You are automatically entitled to a company funded cover of four times your salary at no cost to you. All you need to do is nominate the person you want to receive it.

Tax savings ✕ NI savings ✕ Anytime ✕

Income Protection

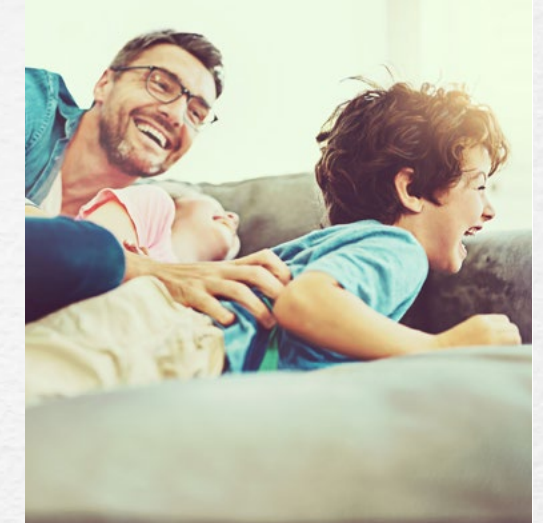


Know that you're looked after if you're unable to work

Feel secure in the fact that your bills will be covered if you fall ill or become injured. As a James Hay employee, you're automatically entitled to cover of 75% of your salary, if you are absent for more than 52 weeks – for approved long term sick leave. So, all you need to worry about is getting better as the cost of this benefit is covered by James Hay.

Tax savings ✕ NI savings ✕ Anytime ✕

Pension



Retirement is always top of mind at James Hay

It's never too early to start saving. The law requires a minimum of 2% (employer) and 3% (employee) contribution, but you can save as much as you like and James Hay will match your contribution up to a maximum of 6% (for full time employees). Select how much you want to save each month and we'll handle the rest.

Tax savings ✔ NI savings ✕ Anytime ✔



Health & happiness

Benefits to look after your wellbeing



Meet Mike and Savannah...

"I've been through various life events which have led to me 'check-in' on my financial position and review the benefits I use. The biggest has to be the birth of my daughter. It was the push I needed to review my Private Medical Insurance (PMI). My family depends on me to provide and take care of them - I discovered I could add them both to the policy. It was one of the best things I did.

Savannah was born with Sepsis and at the age of six months become very ill with e-Coli that was initially treated as a virus and got worse. Whilst A&E took care of this, PMI helped by providing a safety net for the unexpected cost of hospital visits and specialist support.

Similarly, in January this year, I was diagnosed with Type 1 Diabetes. PMI has really helped with this unexpected event too. I'm now insulin dependent and whilst my chronic condition is not covered, PMI took care of my overnight stays in hospital and helped with additional costs.

I called on PMI again recently and they were very keen to offer access to specialist care, once the NHS had my treatment plan under control. The important thing to note is that we have an exemption which covers pre-existing conditions which some other insurances may not."

Mike Kempster
Business Development Manager, London area.

Digital Healthcare

NEW



Say goodbye to the waiting room and hello to online healthcare

Using the latest technology, you can now get access to UK qualified GP's wherever you are. Whether you're out and about, sitting at home or taking a break at work, you can talk to a medical professional, 365 days a year, through video conference and phone calls. This benefit gives you access to private prescriptions, specialist referrals and 24/7 access to your medical notes. Designed to fit in with your busy life, this great new benefit can help save money in terms of your National Insurance.

Tax savings 🟢 NI savings 🟢 Anytime 🟢

Health Screening

NEW



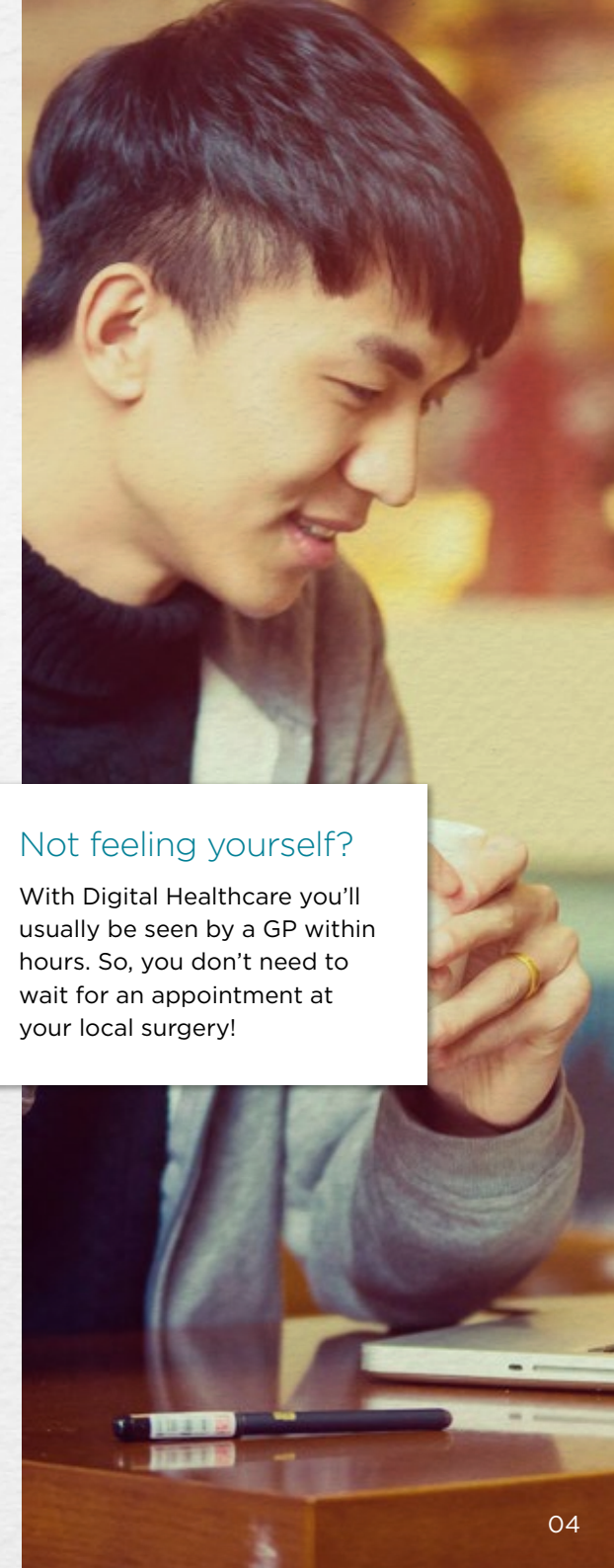
Get a full body MOT for you, you and your partner, or just your partner

Gain a full understanding of your health and fitness, while identifying any future risks with a Health Screening. Each assessment lasts at least 30 minutes and covers a range of tests to check your BMI, liver and kidney function, cholesterol levels and more. After your assessment you'll receive a personalised report detailing the results and advice for improvement. Plus, you can select this benefit for your partner too.

Tax savings 🟢 NI savings 🟢 May 🟢

Not feeling yourself?

With Digital Healthcare you'll usually be seen by a GP within hours. So, you don't need to wait for an appointment at your local surgery!





NEW

Fitness and Nutrition Insight

Gain a better understanding of what your body needs to be fit and healthy, locked in your DNA.

Find out your optimum diet and fitness regime through advanced DNA analysis. It couldn't be easier – simply submit a saliva swab, and you will receive a number of reports and a consultation based on the results. With the cost spread over 12 months, you'll receive a clear one page overview of your results, a personalised diet report and an hour consultation with a sports scientist or dietitian. You can have up to three tests for your family and friends too.

Tax savings 🗳 NI savings ✔ Anytime ✔

Holiday Trading



More time to take the trip of a lifetime

Spread the cost of more time off or sell some of your leave to fund other benefits, the choice is yours with Holiday Trading. Each day is the equivalent of your full-time salary divided by 260. You can buy up to a week's worth of holiday or sell up to 60% of your working week. So, if you work 35 hours that's three days or one and a half days' leave, if you work 20 hours a week.

Tax savings ✔ NI savings ✔ Nov/Dec ✔

Dental Insurance



Take some of the pain out of the trip to the dentist

Claim the costs of everyday treatments and select the cover that suit your needs. Visit any NHS or private dentist and simply submit a copy of your receipt, with an expense claim form, to be reimbursed up to the value of £1000 of your outpatients' limit.

Tax savings 🗳 NI savings ✔ Anytime 🗳



Dreading the dentist?

Smile at the world and it will smile back, with Dental Insurance. Look after your family's dental health from £10.61 per month.



Savvy shopper?

Save money on your everyday shopping or a special treat with Retail Vouchers.

Cycle to Work



Beat the traffic and keep fit with this healthy, sponsored cycling benefit

Save money on your commute and keep fit. Select a bike and safety equipment from Halfords to the value of £1,000 and spread the cost over 12 months, with a 4% discount on the value of the voucher. This benefit works as a loan from the business, where James Hay owns the assets and then leases them to you, to help you save money on the initial purchases.

Tax savings ✔ NI savings ✔ Anytime ✔

Retail Vouchers



Cut the cost of your weekly food shop and much more

Add more than £10 to your Flexbank account and choose the store you'd like to shop at. You'll earn benefits from discounts and offers by selecting the vouchers and reloadable cards.



Tax savings ✖ NI savings ✖ Anytime ✔

Employee Assistance Programme



24/7 support

Sometimes the stress of balancing family, work and finance can be overwhelming. Login to RewardHub to access to support, information, solutions and advice whenever you need it. As we all need a little support at times, this benefit is completely private and confidential – offered at no cost to you.

Tax savings ✖ NI savings ✖ Anytime ✔

Restaurant Discount Cards



Dine out for less with tastecard and Gourmet Card options

Treat yourself more often and get up to 50% off your bill from £2.50 a month with Gourmet Society and tastecard memberships. These benefits allow you to access a number of local eateries and restaurants, across the UK. And, for a small monthly fee, you'll feel the difference in your pocket when dining out & about.

Tax savings ✖ NI savings ✔ Anytime ✔

Private Medical Insurance



Fast, quality care when you need it most

When you're unwell, waiting around for treatment is the last thing you want to do. Private Medical Insurance ensures you have access to high quality medical care, whether it's an outpatient treatment, an investigation, or inpatient accommodation. Simply request a quote via RewardHub and agree the terms to activate this benefit at no cost to you. You also have the option to extend this to cover your spouse and family members.

Tax savings ✖ NI savings ✖ Anytime ✔



Meet Jo, Lloyd and her Apple Watch

"I was thinking of investing in an Apple Watch when the Series 2 came out as I had recently adopted a gorgeous little Patterdale terrier and wanted to be able to track walking with him, but couldn't really justify the spend all at once. When RewardHub launched I was over the moon! I rushed to find what was on offer. In Technology, I headed to the Apple section and saw a lovely 38mm, rose gold, Series 2, Apple Watch. And it was less than £15 a month, straight out of my wages, so I thought I'd have fewer lunches-out and get it. It took a couple of weeks, as orders are processed monthly, and I've been walking across fields and in the woods with Lloyd ever since. We've clocked up the miles across Stonehenge, Avebury and even visited a beach in Kent."

Jo Wild-Bridges
Digital Analyst & Junior
Front-end Developer

Technology



Keep up to date with the latest gadgets

It's hard enough to stay up-to-date with the latest technology without having to worry about the price tag. You can choose from a range of TVs, desktops and laptops while spreading the cost, interest-free, over 24 months. As an added bonus, you'll save on NI too - making it even more affordable.

Tax savings 🟢 NI savings 🟢 Anytime 🟢

Activity Pass

NEW



Save money on family days out

You'll never be short of ideas for days out with the kids, with this new benefit you can enjoy up to 57% off at top UK attractions. From Legoland to Alton Towers, Sea Life to Blackpool Pleasure Beach, there's something for everyone! Plus, kids eat free at over 1,600 restaurants nationwide such as Hungry Horse, Giraffe and Pizza Hut.

Tax savings 🟢 NI savings 🟢 Anytime 🟢

You & your loved ones

Benefits to support you outside of work

Car Parking



Take the stress out of parking

Select either a six or twelve month parking permit for the Central Long Stay car park in Salisbury and spread the cost across the term from your salary.

Tax savings 🚗 NI savings 🚗 Anytime 🕒

Season Ticket Loan



Spread the cost of your travel to work

The cost of public transport can stack up quickly, but it doesn't have to. Depending on the length of the ticket, you can spread the cost of your season ticket over a year, six months or quarterly payments.

Tax savings 🚗 NI savings 🚗 Anytime 🕒

Charitable Giving



Donate to a cause close to your heart

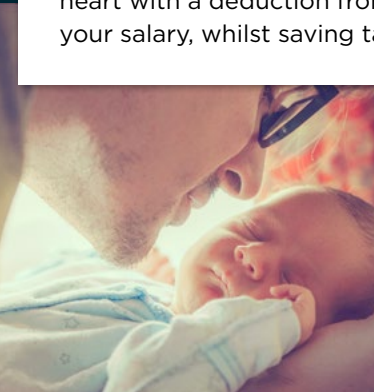
Charitable Giving is a hassle-free way to give to a charity of your choice. Simply select the charity and how much you'd like to donate each month, let us take care of the rest.

Tax savings 🕒 NI savings 🚗 Anytime 🕒



Feeling generous?

Make a contribution to a cause that's close to your heart with a deduction from your salary, whilst saving tax.



More for you

More options to support you

Meet Jo, Lotte, Roxy & Skye...

"With four girls in the house, eating out and day trips can add up. So, I checked RewardHub to see what was on offer..."

I've recently signed-up for the tastecard which offers discounts at a variety of restaurants for only £2,50 a month. This benefit really came in handy at Christmas time - the girls love Snowball Dough Balls at Pizza Express and we've enjoyed two for one pizzas at Prezzo. Alongside our local discounts, which are maintained by the Social Committee, you can expand the range of choice with a Gourmet Chef card too."

Jo Minnican
Executive Assistant to COO

Saving you money – all year round

You can save money on everyday costs and big one-off purchases by logging in to RewardHub, where you can access thousands of discounts from your favourite retailers. Whether you're looking to save on cinema trips, food shopping, household bills, holidays or a new gadget, there's something here for you.

There are three ways to save:



1. Reloadable shopping cards

Save between 4% and 12% on in-store and online purchases.



2. Cashback

Earn cashback on certain purchases which you can withdraw or put towards something new.



3. Upfront discounts

Enjoy money off a variety of products and services.



At your fingertips:

Ready to start saving? It couldn't be more simple:

1. Visit www.therewardhub.com/jameshay
2. Enter your email address and password
3. Select Discounts and Cashback
4. Browse the offers and find the best deals for you

Login to RewardHub to find out more!



M&S
EST. 1884

Sainsbury's 英国最大手のスーパーマーケット Superdry.

Argos



amazon

You're worth more than your salary alone

Total Reward Statement

RewardHub is dedicated to making sure you have everything you need at your fingertips, including access to your total reward package with James Hay.

What is it?

Your Total Reward Statement (TRS) shows you everything you get from James Hay over and above your salary.

What do I get to see?

You'll be able to see the total worth of your reward package, combined with any allowances, awards, bonuses and benefits you have chosen.

Where can I find it?

To view your TRS, simply head to www.therewardhub.com/jameshay and select Total Reward Statement from the homepage.

✉ How can we help you?

Call the helpdesk on **023820 20038**. We're open Monday to Friday, 8.30am – 5.30pm.

Or, login and submit a query through RewardHub online support.

The legal stuff...

Once accepted into the RewardHub scheme, you will be subject to the rules of the scheme and the provider's conditions and requirements for provision of each benefit. No information in this brochure should be taken as a personal recommendation or advice on the part of James Hay. You are advised to seek independent financial advice if you need further guidance about the suitability of these products and services in relation to your personal circumstances. James Hay reserves the right to change, remove or add to the products or services listed within this flexible benefits scheme or to change the provider of any benefit. James Hay may withdraw a benefit and provide a suitable alternative or cash substitute, where a provider is unable to provide a benefit, or the cost of provision is no longer viable.

What are you waiting for?

RewardHub is available online anytime and anywhere. Login from any device, select your benefits and submit your basket. It's that easy!

1. Visit www.therewardhub.com/jameshay
2. Enter your email address and password
3. Click 'Explore your benefits'
4. Select the benefits you want and add them to your basket
5. Submit your basket

