

Hope&Glory Benefits

Hope&Glory Health

- *Access to Private GP*
- *Private Medical Insurance for senior staff (Associate Director and above)*
- *Employee Assistance Programme providing everyone with access to external support*
- *Free eye tests*
- *Competitive maternity and paternity leave package*

Hope&Glory Wealth

- *Annual bonus pool shared amongst members of staff in June, dependent on business performance*
- *Death in Service life insurance*
- *Contributory pension*
- *Interest-free season ticket loan*
- *On the spot bonuses for bringing in new business or new recruits*
- *Monthly Epic Achievement and Media Hound Awards which include a £50 Selfridges voucher*
- *Hope&Glory King's Cross Discount Card*
- *Mobile phone allowance*

Hope&Glory Body

- *Discounted gym membership*
- *Breakfast of cereals and toast available every day*
- *Team breakfast on Monday*
- *Twice weekly fruit delivery*
- *Netball and Football teams during the season*
- *Showers, towels and toiletries*

Hope&Glory Soul

- *25 days holiday per annum, increasing after two years by a day a year up to 30 days*
- *Option to sell time off in lieu' days that are unused*
- *Two month unpaid sabbatical available after two years of service as a permanent member of staff*
- *Exchange programme with likeminded agencies in Sydney and New York*
- *Flexible working options to help balance work and life*
- *Monthly "moggies" trips to broaden the mind*
- *Regular team "Pirate Night" drinks*
- *Friday bar from 4pm*
- *Early Friday finish at 5pm*
- *Summer and Christmas parties*
- *Annual away day*
- *Kids' Christmas Party*

Hope&Glory Health



Private GP

We offer all our permanent team-members (AE and above) access to a private GP service so any health concerns can get checked out straight-away.

Call 0345 437 0691 to arrange an appointment.

Private Medical Insurance

Private Medical Insurance (PMI) is also available to senior members of the team from Associate Director and above.

Employee Assistance Programme

The EAP is an online and telephone employee benefit designed to help you deal with personal and professional problems that could be affecting your home life or work life, health and general wellbeing.

The service provides a complete support network that offers expert advice and compassionate guidance 24/7, covering a wide range of issues.

To contact the service call 0800 030 5182.

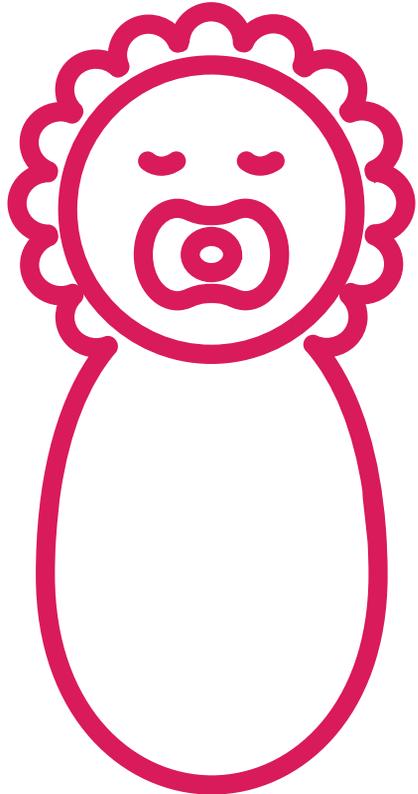
Free eye tests

Everyone is entitled to have an annual eye test. Please claim the cost back through expenses.

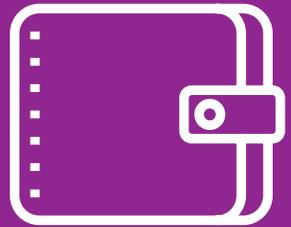
Maternity and Paternity Leave

Maternity pay is structured over the full one year's maternity leave entitlement. If you have been employed with Hope&Glory for at least 26 weeks at week 15 before your Expected Week of Childbirth then you would get Statutory Maternity Pay. The company will also pay enhanced maternity pay if you have been employed with us for 37 weeks at the 15th week before your Expected Week of Childbirth (12 weeks full pay followed by six weeks half pay).

Every new Dad is eligible for two weeks of continuous leave around the birth of their child, which needs to be taken within 56 days of the baby's arrival. At Hope&Glory, those two weeks are fully paid, as long as you have been with the agency for at least 3 months before the due date.



Hope&Glory Wealth



Annual Bonus Pool

In 2014, we paid out bonuses for the first time, in recognition of an outstanding year and have repeated that every year since after more stellar performances from the team.

Bonuses are pro-rata depending on how much of the year you have worked at Hope&Glory and are dependent on business performance.

Death in Service Life Insurance

We offer all permanent employees "Death in Service" cover which means, should the worst happen, your nearest and dearest will get up to 4x your annual salary paid out as a lump sum.

Contributory Pension

Hope&Glory offers a contributory pension scheme to all staff (after three months).

The company contributes an agreed percentage of gross salary annually if an employee pays a minimum of the same amount into the scheme (with employee's contributions paid gross of income tax and National Insurance). In addition, Hope&Glory will contribute an additional 13% of employee's contribution.

Interest Free Season Ticket Loan

We offer an interest-free season ticket loan to allow you to take advantage of the savings that come with buying a season ticket for your commute.

Mobile Phone Allowance

We pay £20 a month towards your mobile phone bill. Simply claim this back through your monthly expenses.

Spot Bonuses

If you bring in a new lead to the agency which then becomes a client, you will be eligible for a bonus as a "thank you" – which we call the "Golden Meerkat". We have two levels of bonus... £300 for a lead that becomes a project and £1,000 for a lead that turns into a retained piece of business.

We are always on the look-out for talented people to join our team. If you know someone who might fit the bill (Account Executive and above) and they successfully get the job (and stay with us beyond the probation period) then we'll reward you with £1,000 for your trouble, subject to tax.

Monthly Epic Achievement and Media Hound Awards

At Hope&Glory we like to reward people who've gone the extra mile with an EPIC ACHIEVEMENT. Each month we award a Hope&Glory Lion (plus a Selfridges gift voucher...) to the member of the team we feel has really gone above and beyond the call of duty.

In addition to giving away "Lions", we also award a monthly Hope&Glory Media Hound to a member of the team who has delivered a stand-out piece of media coverage for a client. Again, this is accompanied by a £50 Selfridges gift voucher.

Kings Cross Discount Card

We have negotiated small discounts with many local businesses in the area, meaning you can get your nails done, have your hair cut, or enjoy a feast for a little bit less. Simply flash your card at participating businesses.



Hope&Glory Body



Gym Membership

We offer subsidised gym membership at a number of different independent and chain gyms. The amount paid by Hope&Glory depends on the gym selected. This is available to our permanent team-members (AE and above) and is done through our payroll. For further information speak to the finance team.

Food

In the office, you'll find a supply of cereals, bread and jams to enable you to grab breakfast in the office if you're feeling peckish. We also supply fresh fruit twice a week.

Monday Morning Breakfast

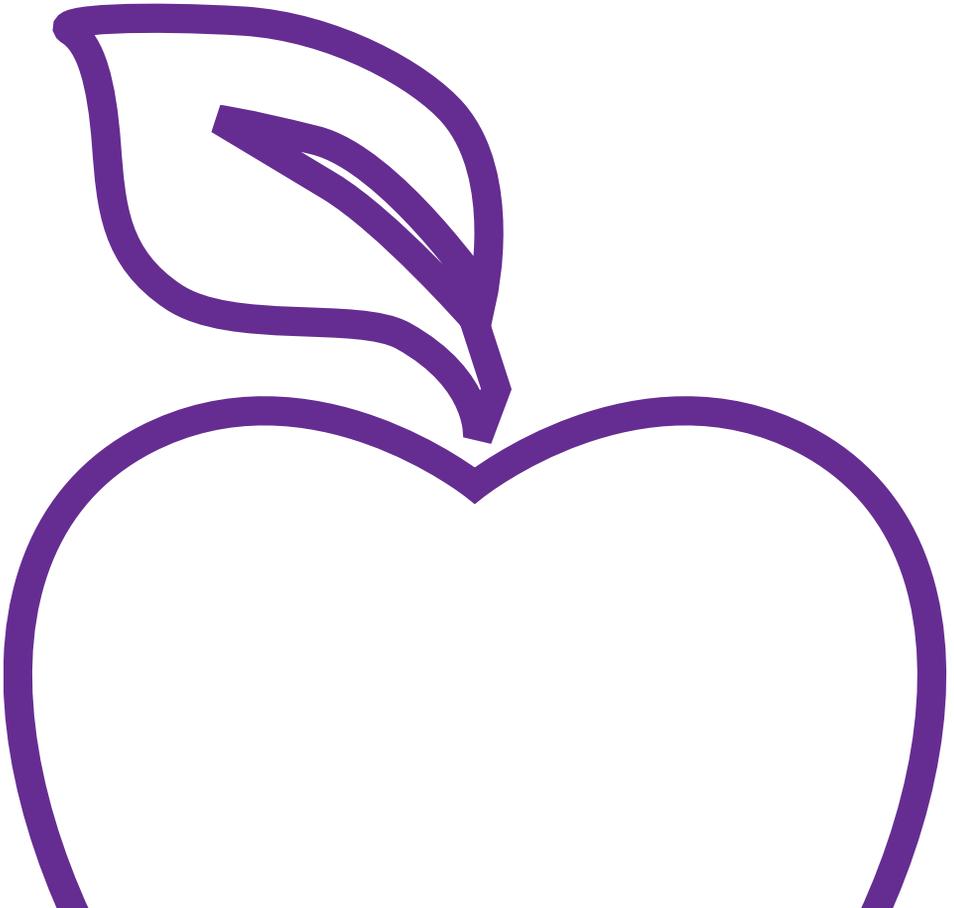
We start the week with brekkie to chat about our weekends and the week ahead informally. Feel free to pop along – it's at 8.45 am downstairs on our lunch table. If nothing else, a bacon or egg sarnie is a nice way to kick-start the week!

Sports Teams

There are a number of sports teams around the office – from a Netball team that plays in a PR league, to a five-a-side football team.

Showers, towels and toiletries

We have two showers in the office crammed full of fresh clean towels and toiletries. So if you run or cycle to work, or fancy a lunchtime gym session, feel free to help yourself.



Hope&Glory Soul



Moggies

Each month we run “moggies” trips during working hours to help you feel creatively inspired. Past trips have included visits to ice cream factories, outings to the V&A and British Library, and a sneak visit to The Oval for the 20 20.

Pirate Night

For some reason, now lost in the mists of time, our monthly drinks is called “Pirate Night”. The last Thursday of every month sees the team gather in a bar or local hostelry for a drink or two. Pirate Night is organised by a different member of the team each month so feel free to volunteer.

Friday Bar

At about 4.00pm every Friday, the “Hope&Pour” bar opens so please help yourself to a drink to end the week.

Early Friday Finish

We aim to finish at 5pm on a Friday with the caveat that no-one is left behind as people head out the door. Before you leave, do check in with your teams to make sure there isn't something you could pick up so everyone gets out on time.

Summer and Christmas Parties

Every summer, we have a Hope&Glory gathering to which your nearest and dearest are also invited. We also have a bigger bash at Christmas.

Birthday Celebration

We hold a birthday celebration each year for our clients, agency friends and contacts, which is always a great night!

Away Day

We hold a team away day each summer to take stock and plan for the future. This also includes an evening out on us. In 2017 for our fifth birthday we took the entire agency to Amsterdam...

Holiday

At Hope&Glory we are each entitled to 25 working days as holiday per year, in addition to the statutory Public and Bank Holidays (currently 8 days). This entitlement increases after two years service in the following January by an additional day per year – up to a maximum of 30 days in total.

In addition, we will buy back holiday days you can't use from you. If you have MORE than two lieu days, you can “sell” days three, four, five, six and/or seven back to us if you can't take them. However if you only have two days we encourage you to take them, because holidays are important!

If you would like a few more holiday days than the entitlement you are able to request up to an additional five days holiday per year unpaid.

Sabbatical

At Hope&Glory, we appreciate that it's not uncommon to be harbouring unfulfilled creative ambitions or to have a desire to travel to far flung places. If you've worked with the agency for more than two years continuously as a permanent member of the team, you could be eligible (at the Board's discretion) to take a short, unpaid sabbatical of up to two months with the guarantee that we'll keep your job open for you. As we're only a small team, we can only allow one sabbatical at any one time, and we need a minimum of three months' notice (the more the better) to ensure we find cover for your accounts.

Kids' Christmas Party

Each Christmas we invite in your children and families for a special Kids Christmas Party, including a visit from Father Christmas and a gift for each child.

Exchange Programme

In partnership with two likeminded agencies in Sydney, Australia and New York in the USA, we run a two week exchange programme to allow team members to experience life in a different office.

Flexible Working

We have flexible working options available to permanent members of staff so they can balance their home and work lives. These include changes to working hours from 9am to 6pm to 8am or 8.30am to 5pm or 5.30pm, and working from home as required to allow for deliveries, installation of services or appointments.

