

Hope&Glory Health



Private GP We offer all our permanent team members (Account Executive and above) access to a Private GP service so any health concerns can get checked out quickly.

The health service is run by HCA.

All team members are automatically added to the service when they reach Account Executive or pass their probation periods.

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.

Team members are automatically included from day one of employment regardless of level.

Free eye tests Everyone, from intern upwards, is entitled to have an annual eye test paid for by Hope&Glory.

Simply book your eye test with your optician, then charge back the cost through your expenses.

Bupa cash plan Account Executives to Senior Account Directors have access to the Bupa Cash Plan.

A Cash Plan is money paid towards the insured's optical or dental costs, private prescriptions and out-patient treatment and tests (such as blood tests and x-ray). It's a great way of getting some financial assistance with more regular and smaller healthcare costs.

Private medical insurance Associate Directors and above have access to Bupa Private Medical Insurance if they choose to.

CALM app subscription We offer a free subscription to CALM, the world's leading app for sleep, meditation and relaxation, to everyone from intern upwards.

Maternity and paternity Our enhanced maternity policy now includes full pay for the first 16 weeks of leave, 50% for the next 8 weeks, before moving to statutory maternity pay up to week 39 and then unpaid for the final 12 weeks if someone takes the full year off.

Every new Dad is eligible for four weeks of paid leave around the birth of their child, which needs to be taken within 56 days of the baby's arrival.

We don't have lengthy eligibility clauses and also don't insist monies are repaid.

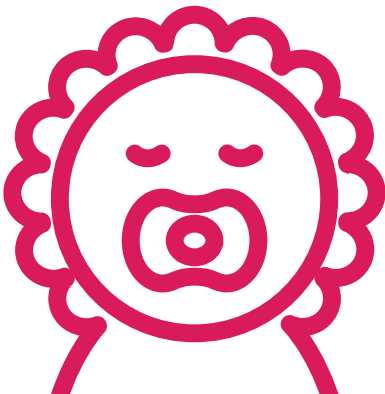
Fertility treatment We offer a £10,000 interest-free loan to team members with us for 12 months or more planning to undergo fertility treatment. We're also happy to offer reduced working days or hours (pro-rata) to minimise stress in the run up to treatment, and will cover the time off for appointments and treatment during the working day.

Adoption leave Our adoption policy provides salary in full for the first 16 weeks of leave, and then pays 50% of salary for the next 8 weeks before moving to statutory pay up to week 39, and then unpaid for the final 12 weeks if someone takes a full year off (which we actively encourage). To be eligible you simply need to have passed your probationary period.

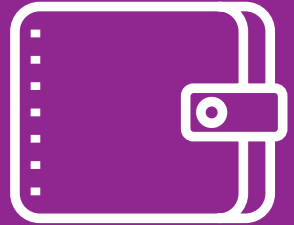
Menopause support We will cover the cost of an initial consultation with a private menopause specialist should your local GP be unable to help, this includes blood and diagnostic tests where required to the value of £1,000.

There's also the option to move to a four-day week whilst you adapt to this life change, and we will work with you to manage any sickness and absence.

Compassionate leave We have expanded our compassionate leave policy to two weeks, for any member of the team who needs time off to grieve. We'll never ask, but please know this covers pregnancy loss – be that miscarriage, ectopic, termination or failed surrogacy or IVF – alongside the loss of a parent or sibling. We'll also cover time off for further medical appointments or counselling.



Hope&Glory Wealth



Annual bonus pool *We set aside a percentage of annual profits to share with the team through bonuses. Bonuses are pro-rata depending on how much of the financial year you have worked at Hope&Glory, level and individual performance.*

Spot bonuses *If you bring in a new lead to the agency which then becomes a client, you will be eligible for a spot bonus which we call the "Golden Meerkat". The bonus is equivalent to a percentage of fees across the new annual retainer or for the new client project. Both are for new business wins brought in proactively.*

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 a cash bonus for your trouble, subject to tax.

Hounds and Lions *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 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 team member who has delivered a stand-out piece of media coverage. Again, this is accompanied by a gift voucher.

Finally there is the Golden Lion – an adhoc award for a brilliant piece of creative newsjacking.

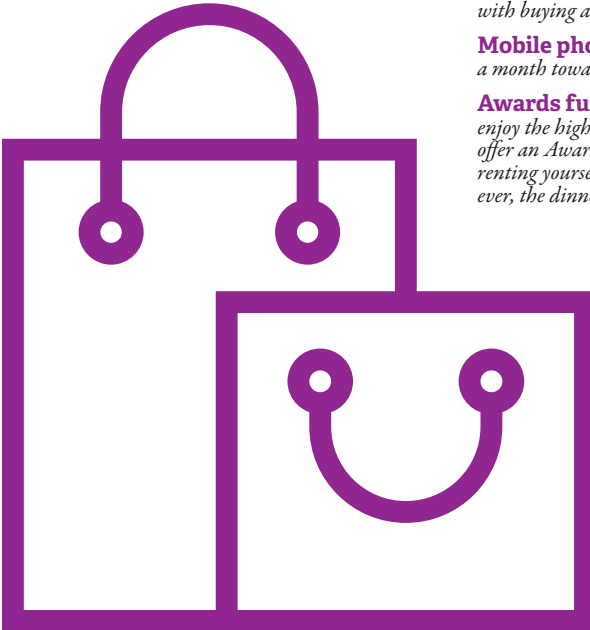
Contributory pension *Hope&Glory offers a contributory pension scheme to all staff after four months on the team. The company contributes 3% of your gross salary annually if you meet the minimum required contribution of 5%.*

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 four times your annual salary paid out as a lump sum.*

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 £25 a month towards your mobile phone bill.*

Awards fund *Everyone should be able to enjoy the highs and lows of an awards. We now offer an Awards Fund of £50 to go towards renting yourself an awards ready outfit. And as ever, the dinner, drinks and taxis are on us.*



Hope&Glory Body



Gym membership *We offer Class Pass membership or £25 a month towards a gym membership of your choice, as we know many like to work out near their home. This is available to Account Executive's and above and is done through our payroll.*

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!

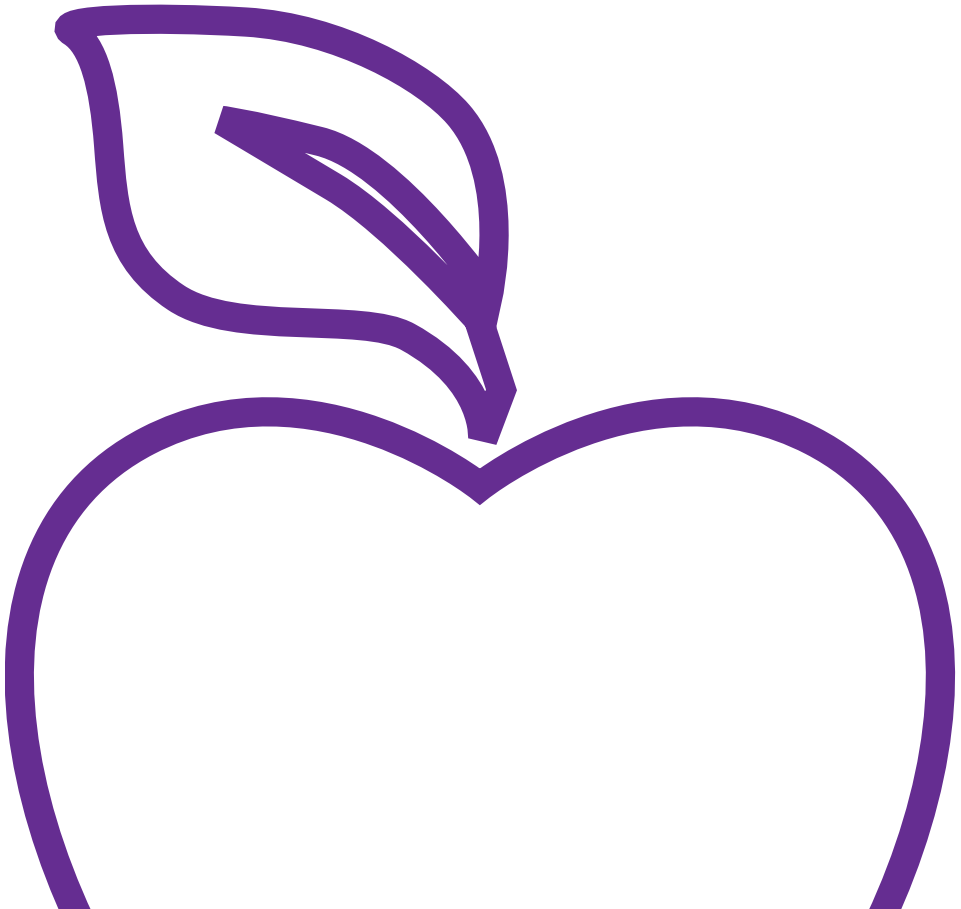
Food *In the office, you'll find a supply of cereals, bread and jams to enable you to grab breakfast in the office if you're feeling peckish. We also supply fresh fruit twice a week.*

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.*

Toiletries, showers and Glam Room *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.*

The Glam Room is stocked with hairdryers, straighteners, lotions and potions on us to help keep you feeling fabulous.

Bike racks *We have a number of passes for the building's communal bike shed.*



Hope&Glory Soul



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

We won't buy back your annual leave as taking time off to relax and reset is important, but a maximum of five days can be rolled over into January of the next year if you are struggling to use them. We will however buy back days in lieu you have accrued if you can't use them.

Sabbaticals At Hope&Glory, we appreciate that it's not uncommon to harbour 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 an unpaid sabbatical of up to two months with the guarantee that we'll keep your job open for you.

We also offer an interest free travel loan of up to £2,000 to help you make the most of your time off.

Exchange programme In partnership with likeminded agencies, we run a two week exchange programme to allow team members to experience life in a different office. Previous locations have included Barcelona, Sydney, New York and L.A.

Moggies Each month we run 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 sneaky visit to The Oval for the 2020.

Beyond your bubble The series of monthly talks aims to give the whole team a chance to broaden their horizons and hear from inspiring orators on a range of topics including diversity, social mobility, disability and gender bias to name a few. Invites will be shared around the agency monthly.

Rise and shine We offer training across all levels, covering everything from presentation skills to giving feedback or facilitating a brainstorm.

Above and beyond We want you to feel like you're doing the best work of your career and continue to broaden your horizons and hone your skills. Bursaries to the tune of £1,750 are available for Senior Account Managers and above across a range of skills, from production and events to social strategy.

Flexible working We work on a three days in the office, two days from anywhere basis. If you need to work from home around a delivery or tradesperson you can of course do so. However, if you are required in the office on a work from anywhere day it does not create a WFH day in lieu. You can also request to change your working hours from 9am - 6pm to 8am-5pm or 8.30am to 5.30pm, or compressed hours.

Away day We hold a team away day each year to take stock and plan for the future. This also includes an evening out on us.

Birthday celebration We hold a birthday celebration each year for our clients. While we work during the evening, we want to make sure you feel suitably beautified, so we have a glam squad in the office on the day to take care of your hair, nails and make up.

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 for just the team.

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.

Pirate night For some reason, now lost in the mists of time, our monthly social is called "Pirate Night". The last Thursday of every month sees the team gather together for some fun on us.

Thursday bar At about 5.00pm every Thursday, the "Hope&Poury" bar opens and so please help yourself to a drink.

Early Thursday finish As the bar opens on a Thursday at 5pm, we aim to finish then with a drink together or the option to leave for evening plans. There is 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.

Friends of Soho House For anyone who has been at Hope&Glory for five years or longer, we offer Friends of Soho House membership, paid for by us. The membership benefits includes things like 15% off Soho House bedrooms globally including Soho Farmhouse; 15% off Soho Home on all full price purchases and an additional 20% off on sale items; 25% off Cowshead and Soho Skin products as well as member rates on treatments at all spas globally for you plus a guest.



Hope&Glory Benefits

Hope&Glory Health

- *Access to Private GP*
- *Employee Assistance Programme providing everyone with access to external support*
- *Free eye tests*
- *Bupa cash plan*
- *Private Medical Insurance for associate director level and above*
- *CALM app subscription*
- *Competitive maternity and paternity leave packages*
- *Fertility treatment support*
- *Adoption leave*
- *Menopause support*
- *Compassionate Leave*

Hope&Glory Wealth

- *Annual bonus pool shared amongst members of staff, dependent on business performance*
- *On the spot bonuses for bringing in new business or new recruits*
- *Monthly Epic Achievement and Media Hound Awards which include a gift voucher*
- *Contributory pension*
- *Death in Service life insurance*
- *Interest-free season ticket loan*
- *Mobile phone allowance*
- *Awards fund*

Hope&Glory Body

- *Discounted gym membership*
- *Team breakfast on Monday*
- *Breakfast of cereals and toast available every day*
- *Netball and Football teams during the season*
- *Showers, towels, toiletries and Glam Room facilities*
- *Bike rack passes*

Hope&Glory Soul

- *25 days holiday per annum, increasing after two years by a day a year up to 30 days*
- *Option to sell back lieu days*
- *Two month unpaid sabbatical available after two years of service as a permanent member of staff*
- *Exchange programme with likeminded agencies*
- *Monthly horizon broadening talks, and creatively inspirational trips*
- *Extensive training opportunities*
- *Flexible working options to help balance work and life*
- *Annual away day*
- *Summer and Christmas parties*
- *Kids' Christmas Party*
- *Regular team socials*
- *Thursday bar from 5pm*
- *Early Thursday finish*
- *Friends of Sobo House membership for anyone who has been at Hope&Glory for five years or longer*

