

# Some of the benefits our team members enjoy



## Financial

|                           |   |
|---------------------------|---|
| <b>Salary sacrifice</b>   | Make additional superannuation contributions by deducting from either after-tax pay or pre-tax pay          |
| <b>Bank of Melbourne</b>  | Enjoy exclusive home loan cashback offers, financial education seminars and personalised service and advice |
| <b>Employee referrals</b> | Receive \$5,000 for referring a successful new candidate  |



## Leisure and Travel

|                               |   |
|-------------------------------|---|
| <b>Car hire</b>               | Enjoy discounted Avis car hire outside of work      |
| <b>Purchased annual leave</b> | Enjoy up to two weeks' extra annual leave each year |



## Community

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| <b>Volunteering leave</b>                | Apply for up to two half days of paid leave per annum for supported volunteering opportunities |
| <b>Salary sacrifice workplace giving</b> | Make regular donations to nominated charities from pre-tax pay                                 |
| <b>Giving back programs</b>              | Apply for a grant of up to \$1,000 to be donated to a charity you regularly volunteer with     |





## Health, Wellbeing and Family

|                                     |  |
|-------------------------------------|--|
| <b>Salary continuance insurance</b> | We protect you against loss of income if you are unable to work for an extended period due to illness or injury  |
| <b>Private health insurance</b>     | Receive an ongoing 9% discount and greater extras flexibility on Medibank's corporate health cover plan  |
| <b>Fitness</b>                      | Enjoy exclusive product discounts with Garmin and Virgin Active, plus access to a wide variety of gyms and pools across the country with one membership through Fitness Passport |
| <b>Optical</b>                      | Redeem great value offers at Specsavers through our Corporate Club   |
| <b>Employee assistance</b>          | Thrive offers 24/7 services including free wellbeing coaching, legal and financial advice and short-term counselling for team members and their immediate families               |
| <b>Flu vaccinations</b>             | Free flu vaccinations in the lead up to winter   |
| <b>Wellbeing grants</b>             | Apply for a wellbeing grant to bring a great idea for a wellbeing initiative to life   |
| <b>Supporting families</b>          | We are officially certified as a Family Friendly Workplace and we're committed to supporting our people who have parenting, carer and caring responsibilities                    |



## Technology

|                                     |   |
|-------------------------------------|---|
| <b>Office 365</b>                   | Receive online access to Office 365, a full suite of cloud-based productivity tools that you can use on any computer, tablet or smartphone                      |
| <b>Computer equipment</b>           | Save up to 15% in the Lenovo store and access exclusive deals   |
| <b>Samsung</b>                      | Access a range of exclusive deals and offers across the Samsung store   |
| <b>Bluetooth</b>                    | Purchase discounted Bluetooth devices such as speakerphones, wireless headsets, polycom USB webcams and wireless keyboards and mice through Blue Connections IT |
| <b>Home equipment reimbursement</b> | Claim up to \$290 per year for home office costs  |



## Drive and Commute

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|--------------------------|--|
| <b>Novated leasing</b>   | Take out a novated lease on a car of your choice. The cost of the lease can be salary sacrificed, which may provide income tax and GST savings |
| <b>Car Parking</b>       | Secure Parking offers discounts to team members across Melbourne and Sydney  |
| <b>Vehicle purchases</b> | Access a range of corporate offers through vehicle manufacturers including BMW, Volvo, Fiat Chrysler and more                                  |

