

COMPANY BENEFITS

Holiday Entitlement

In a full year (January to December) associates are entitled to 28 days holiday including all statutory days.

Half Yearly Performance Reviews

High Performance is rewarded at Kalamazoo –Reynolds through a twice-yearly review process (usually March and September). These performance reviews are linked to any consideration of salary increases.

Pension Scheme

Kalamazoo –Reynolds offers a contributory Group Personal Pension Plan, which attracts employer contributions. On joining the scheme you can elect to have contributions paid using the Smartpay system, this would mean that all contributions would be exempt from tax and National Insurance contributions, adding additional amounts into your pension pot.

Life Assurance

The Company provides all associates with free 3 x pensionable salary Life Assurance.

Group Income Protection Scheme

The Company provides all pension plan members with the opportunity to join this scheme at no cost to the individual. Membership of this scheme provides financial support for those who have long-term ill health (in excess of 28 weeks). Membership is governed by the rules of the scheme and benefits can be up to 2/3rds of pensionable salary paid for up to 5 years.

LifeWorks – Associate Assistance Plan

All members of the Group Income Protection Scheme will automatically have access to the LifeWorks plan. This offers wide ranging support to associates in every area of life when and where it is needed.

Company Sick Pay

Company sick pay increases on a sliding scale to a maximum of 13 weeks full pay and 13 weeks half pay after 5 years service – see your Associate handbook for details.

VDU Optical Assessments

All VDU users are able to take advantage of a bi-annual eye test. Currently we use Specsavers who will provide a free eye test and pay up to £65 towards new glasses. You are still able to take advantage of any offer available in the store (e.g. buy one pair get one pair free)

Free Parking

There is free parking provided at the Northfield site.

Annual Flu Vaccination

All associates are offered a free annual flu vaccination to protect them against influenza

Personal Accident Plan

This plan offers the opportunity to receive cover for a range of accidental injuries at a very competitive cost and is available to all associates.

BUPA Membership

Should you wish to join BUPA, employment at Kalamazoo- Reynolds will give you a 25% discount on your subscription.

Birmingham Hospital Saturday Fund

BHSF provides reimbursement of monies paid for a wide range of health interventions, e.g. dentist, chiropractor, maternity. It also provides a 24hour x 365 days per year telephone help line. Kalamazoo – Reynolds corporate membership of the BHSF gives all associates the opportunity of paying a discounted monthly rate into this fund with no loss of benefit.

Childcare Vouchers

Our Scheme is operated by Imagine Co-operative Childcare. The Government allows associates to receive up to £243 per month (£55 per week), for basic rate tax payers, in childcare vouchers, which are exempt from tax and National Insurance contributions.

Cycle to Work Scheme

Supporting the Government's green agenda the company is taking part in the Cycle to Work scheme, this allows associates to have the use of a cycle, mainly for travelling to and from work at an advantageous rate.

On Site Chill

The Company has a monthly visit from Onsite Chill, associates can book to have one of a variety of 30 minute massages during the day at a reasonable cost.

Gym Membership

The Company has corporate schemes with both Greens and L.A.Fitness which give associates membership at attractive rates.