

# LE Rewards

We're dedicated to attracting, developing, motivating and retaining the best people. That's why we've created **LERewards**, an employee benefits program with amazing perks to reward our amazing staff.

## RECOGNISING COMMITMENT AND EXCELLENCE

### INCENTIVE TRIPS AND ADVENTURES

#### Annual trip

Every year, our top performers are celebrated with an all-expenses paid, 5-star luxury trip to Las Vegas and Fiji. Vegas serves up 4 days of pool parties, world famous DJs, VIP bottle service, award winning shows and mind-blowing night clubs. In Fiji, we unwind with 2 days of spa treatments, golf, snorkelling, delicious cuisine and a taste of local culture.

#### Quarterly trips and adventures

On a quarterly basis, our high achievers take off to an exotic international location, escape on an Australian short-break or embark on a local adventure that is the envy of the whole office.

Our past participants have jetted to Singapore, Bali, the Gold Coast, Queenstown and Hamilton Island. More locally, we've dived with sharks, tackled white-water rafting, climbed the Sydney Harbour Bridge, jet boated on the harbour, dined at the city's most awarded restaurants, hit the go-kart track and embarked on a sea plane flight to Palm Beach.

#### LOYALTY BONUSES

We acknowledge and celebrate the dedication and commitment of our long-term staff by offering the following rewards:

##### **3 years' continuous service**

- 5 additional days of annual leave
- A team celebration event chosen by the reward recipient - ten pin bowling, laser tag, lawn bowls - the choice is theirs!

##### **5 years' continuous service**

- 7 additional days of annual leave
- Automatic inclusion in all future annual incentive trips

##### **10 years' continuous service**

- 4 weeks annual leave (in addition to long service leave entitlements)
- \$10k cash bonus
- Business class travel for all future annual incentive trips

#### LE LEGEND OF THE MONTH

Each month we celebrate the success of one individual in the team that has excelled. Judged not on sales results, but on work ethic, initiative, contribution to team culture and showing what it takes to go above and beyond. The LE Legend is rewarded with a gift voucher.

#### PERSONAL BEST ACHIEVEMENT AWARD

Hitting a PB is a significant accomplishment and one that we love to reward! Every staff member that meets the milestone is presented with a bottle of French sparkling Champagne.

#### FESTIVE LEAVE

To give thanks to our employees for their hard work and energy through the year, we offer 3 free festive annual leave days across the Christmas and New Year period.



## THE FUN FACTOR

We work hard but love to socialise while we're at it!

We offer:

- An on-site table tennis and pool table
- Fully stocked bar fridges
- Friday night office drinks
- Monthly off-site drinks
- Quarterly off-site team activities e.g. netball, ten pin bowling, indoor cricket
- New starter morning tea celebrations
- Birthday cake celebrations
- Melbourne Cup function (or a free half day of annual leave)
- Company-wide Christmas party

## CARING FOR THE COMMUNITY

### CHARITY SUPPORT

We are committed to giving back to the community through charitable works including:

- Sponsoring and attending Redkite events
- Volunteer opportunities for staff with Redkite
- Regular team Red Cross blood donations
- Support and donations for Anglicare's Toys 'n' Tucker Christmas appeal
- Participation in Movember
- Getting behind any other charities close to the hearts of our team members

### SPORTING CLUB, COMMUNITY CLUB AND SCHOOL SUPPORT

We believe in grass roots involvement with our local sporting clubs, community groups and schools. Lawson Elliott provides sponsorship for community initiatives such as:

- Soccer club team jerseys
- School movie nights
- Surf club trivia nights

We also provide reimbursement and time off work for professional memberships that contribute to the community e.g. Justice of the Peace, first aid certificate, rural fire service training or surf lifesaving training.

# Lawson Elliott Rewards

## HEALTH AND WELL-BEING BENEFITS

We believe that keeping healthy is an integral part of working for Lawson Elliott. We offer many activities and services to help our staff improve and maintain their fitness and well-being.



### HEALTHY HABITS FOR EVERY DAY

We offer:

- Fresh fruit delivered weekly
- Free weekly yoga
- Lawson Elliott training singlets
- A weekly lunch time run group
- Participation in corporate sporting teams – touch footy, netball or basketball
- Flexibility to attend lunch time gym sessions or after work sporting club games or training
- End-of-trip facilities
  - Showers
  - Towels
  - Change rooms
  - Lockers
  - Hairdryers and straighteners
  - Bike storage

### FLEXIBLE WORK-LIFE

We understand it's tricky to balance work, health, family and personal commitments. To assist, we offer several flexible working initiatives including:

#### "Me time" Monday mornings

We offer a flexible late start time for our staff on Monday mornings. Our employees can treat themselves to a sleep-in, a pre-work gym session or breakfast with the kids and get the week off to a great start!

#### 4.30 Fridays

Our 4.30pm early office close time on a Friday allows staff to get a head start on their weekend plans (excluding the Friday's of our month end meeting).

#### Work from home days

We offer the flexibility of working from home to all of our employees.

#### FIT AND ACTIVE DAYS

Employees that represent Lawson Elliott in any of the city's great community health events receive a bonus day of annual leave. That's a free day off work for every event they participate in!

Events include:

- The Sun-Herald City2Surf
- JP Morgan Corporate Challenge
- Sydney Harbour Real Insurance 5km and 10km run
- Chartered Accountants netball carnival
- Corporate Games
- Blackmores Running Festival

#### WELL-BEING SUBSIDY

It's our motto that teamwork makes the dream work inside and outside the office. Any employee that is part of a social or competitive sporting team outside of work hours, is reimbursed up to \$500 worth of their fees per year.

#### YEARLY ONSITE FLU VACCINATION

We provide yearly flu vaccinations for every staff member in the convenience of our own office. Administered by a highly experienced specialist immunisation nursing team and supported by on-call doctors.

## FINANCIAL SAVINGS



### CORPORATE AMERICAN EXPRESS CARD

All Lawson Elliott staff are issued with a corporate American Express card to which they can charge their work-related expenses. As an extra bonus – the card will give access to all American Express international airport lounges when our staff travel both on work trips and personal holidays.



### REFERRAL BONUS SCHEME

We are looking for more great people to join the Lawson Elliott team. Employees earn \$3,000 if their referral is hired.



### SALARY PACKAGING

Lawson Elliott offers the flexibility to package non-cash benefits such as superannuation contributions, into an employee's salary.



### SUPERANNUATION

We have partnered with AMP SignatureSuper as the Lawson Elliott default superannuation fund. Staff have access to our financial adviser to help them get the best out of their super savings.

