



# BENEFITS PACK



01

**JOIN THE TEAM**

## MEET TIPi GROUP

TIPi Group are a specialist network built on performance and profitability (Pi).

With an ambition of shaping the future together, we house teams of professionals into different areas of expertise but always operate with shared values at our core. We work towards one common goal and purpose.

Our aim is to transform the fortunes of those we work with. We are continually seizing opportunities and pioneering the way, collaboratively. As one tribe. With the aim of building a strong network of like-minded people, we have created an environment in which individuals are encouraged to fulfil their true potential.

We've grown and expanded rapidly – and we attribute our success to a culture that puts people first. It's what ensures we do the very best for our clients, whilst having the very best time doing it. In our bright and spacious Soho offices, we are lucky enough to enjoy a friendly, collaborative and hardworking atmosphere. We pride ourselves on trust, integrity, respect and a can-do attitude. By working as a unit, we have continued to grow; our work ethic, passion and talent shines over and above agencies with decades of legacy.



# 02

## BENEFITS





## FACILITIES

### Soho

Our bright Soho abode houses three private meeting rooms that provide us with plenty of space to host industry events, hold internal brainstorming sessions and have team catch ups.

### Showers

Whether you're a bicycle commuter, lunch-time runner or just someone who loves to sing in the shower, our offices have facilities for you to freshen up at any time of day.

### Breakfast

A selection of continental breakfast options are available daily completely free of charge. We also provide a range of snacks, fruit and drinks throughout the day.

### Breakout Area

Our breakout area is kitted out with a Wii U, a dart board, and sofas for those of us who like to chill out after work or on a lunch break.



# BENEFITS

## Discounted Gym Membership

Due to hybrid working, it's now more important than ever that everyone can benefit from our gym membership support. We now offer a monthly £30 reimbursement via payroll to the gym membership of your choice.

## Cycle Scheme

We care about the environment and our employees' health so we like to encourage our staff to get cycling! Cyclescheme can produce savings of 25-39% on bikes and accessories via salary sacrifice. We also have a secure bike lockup on site.

## Electric Car Scheme

We are a part of a wonderful new initiative, allowing our employees to save between 30-60% on a range of electric cars.

Just like the Cycle to Work Scheme, employees sacrifice their pre-tax salary and benefit from the pre-tax savings, enabling them to drive the car for either business or personal use.

## Tech Scheme

Similarly, you can make tech equipment purchases from Currys to be repaid through your salary over 12 monthly instalments.

## Long Service Bonus

At TIPI Group we love keeping good people around. Building long-term relationships with our staff is important to us, so we've devised a loyalty scheme with Long Service bonuses when you reach your three year and five year anniversaries.

## 10 Days Work-from-Holiday

Along with your usual holiday entitlement, you are also entitled to spend up to 10 days working from 'anywhere in the world'. This is to allow anyone to take an extended break visiting family and friends without using up all of your holiday allowance.

## Bupa Employee Assistance

We all have times in our life when we need a little extra support. That's why we have teamed up with Bupa to help you take care of your emotional health.

Bupa Employee Assistance Helpline is a free, confidential telephone support line that's open to you and your family 24 hours a day, seven days a week.

## Annual Leave

You will receive 25 days annual leave (plus bank holidays). After 2 years your annual leave will increase incrementally with your length of service. After three years to 28, after four years to 29, and after five years to 30.





### Salary Advance

If you need a salary advance one month, we are more than happy to accommodate this request.

### Free Eye Tests

TIPI offer free eye tests to our employees.

### Travel Advance

If you don't want to have to buy a costly season ticket up front, then we are happy to buy it for you and let you pay us back monthly out of your wages.

### Referral Fee

We are always on the lookout for talented individuals to join our team. If you are successful in helping us fill a position at TIPI Group, you are provided with a monetary award once they pass their probation! Anyone who introduces TIPI to a client will receive a similar reward.

### Pension Scheme

All employees are auto-enrolled into the company pension scheme.



## PERSONAL DEVELOPMENT

### Internal Training

Whatever level you join us at you will have access to training. TIPI provide regular cross-discipline training sessions to ensure all staff have cross channel knowledge and share learnings. Junior members joining the business will be required to take part in a structured training programme as part of their integration into the company.

### External Training

TIPI is a member of the IAB (Internet Advertising Bureau) providing the company with free to access to weekly conferences, training sessions and networking opportunities. As a Google Partner, TIPI Group staff are regularly invited to seminars and workshops at the Google offices.

### TIPI Talkback

This annual initiative provides staff members the opportunity to implement an innovative idea they have into the business, whether that be in our client management, social responsibility/charity schemes, staff benefits/support and so on. The aim of the scheme is to evoke a sense of entrepreneurialism into everyday TIPI attitude, as well as ensure staff are satisfied that any feedback/ideas they provide are listened to and, in some cases, become implemented.





## TIPi Academy

We recognise that we need to stay ahead of the curve if we want to attract the next generation of talent and onboard young, diverse and passionate individuals, so we built the TIPi Academy.

The TIPi Academy's core goal is to introduce the students to a host of digital disciplines including PPC, SEO, Programmatic, Mobile, Display, Content Marketing, Paid Social, Amazon Marketing, and Data & Analytics. As well as these technical skills and theoretical groundings, we also teach our Academists soft skills. Our Interview and Presentation training sessions give practical tips on how body language and speech can be harnessed to give yourself the best possible chance in a high-pressure situation. The two-week deep dive takes place in our offices, so students can truly see what it would be like to work in an agency day-to-day and we hope at the end you'll find the place in the digital ecosystem where you fit in best.

Students walk away with the soft and hard skills that we believe will be invaluable as they enter the working world, as well as being armed with a rounded knowledge of the digital and advertising sector, and a fully formed idea of which role they are looking to secure. And, if we think they're really awesome and we've got a role they could love, then we might even offer some of them a full-time position at the end of the two weeks.







### **MVP (Most Valued Player)**

In our monthly company meetings, we reward one 'Teep' who has really stood out that month with the coveted MVP title. The honour is presented by our CEO and the MVP receives a small bonus that month.

### **Further Development**

TiPi is happy to contribute to external courses that our employees feel will provide them with useful knowledge and skills relating to their discipline. For example, Brighton SEO, STAT City Crawl, Digital Sales Training, etc.

### **Mentoring Scheme**

To provide further development to our talented Teeps, we have a mentoring scheme which opens up valuable learning opportunities, whether you have been with the company for a while or are just joining. The scheme will offer scheduled monthly sessions including ad-hoc support.

### **Monthly Company Meetings**

We provide monthly feedback on the business to all our employees. Once a month we sit down to discuss recent client wins, exceptional work, and outstanding individuals.





01 Collaboration

02 Integrity

03 Restless Minds

04 Purpose



VALUES

## LIFE AT TIPI

### TIPI Houses

At the company, we have five houses; Stuffing, Mash, Horseradish, Cauliflower Cheese, and Gravy. These provide employees with a support network upon joining and are the root of many of our social events. Upon joining, you will be taken for a complimentary lunch to introduce you to your team members. We hold regular house competitions and members of the house with the most points at the end of the year are granted an extra day's holiday completely free of charge.

### Social Committee

TIPI have an internal social committee managed by staff. This guarantees that employees have a say in activities and ideas for all social events.

### Softball Team

In the summer, TIPI enter a team into the London Advertising Softball League and play every week during the summer in Regent's Park.

### Netball Team

Every year, a team of Teeps take part in a mixed netball league. Whether you're a netball fanatic or have never played a match in your life, there's a place for you on this team.

### Massages

We offer 20 slots every month for subsidised massages at the office. We recognise that sitting at a desk all day may leave our staff feeling like they need to stretch out their muscles and improve their posture.

### Company Socials

The Social Committee frequently organise socials and events for the entire company. Previous events included mixologists, 'water-pong' competitions, and scavenger hunts.

### Company Trips

Yearly trips abroad are hosted by TIPI. In 2019, the team went skiing for a weekend of making tracks and après-skiing! This year, we're planning to soak up the sun in the Algarve, Portugal.

### Fridays

Work finishes half an hour earlier, at 5pm, so you can either fit in an extra drink in the pub with your team or beat the rush hour and get home early. You're also welcome to a drink of your choice from the staff drinks fridge.







## CORPORATE SOCIAL RESPONSIBILITY

Our CSR Committee is made up of three pods – Wellbeing, Environment, and Diversity & Inclusivity

### Wellbeing

Mental health and wellbeing are key to TIPI Group's ethos. This year we are planning a range of events that focus on improving mental health, whether it's exercise classes or a roundtable to discuss issues around stress and overall mental health.

### Environmental

We care about looking after the environment at TIPI Group. At Christmas, we encourage our employees to buy edible (or at least useful!) gifts for Secret Santa rather than short-lived plastic toys. We support Ecologi in their goal to fund climate projects and reduce carbon footprint, and as part of our Ecologi campaign, TIPI Group has planted 3,071 trees, and counting!

We purchase all of our office supplies from companies dedicated to reducing their carbon footprint, whether it be through using a 'carbon conscious' delivery fleet or providing recycled office products and printer inks.

### Inclusivity

At TIPI Group, we take pride in creating a diverse, equitable and inclusive environment where everyone is welcome and their contributions are valued. When we recruit, hire, train, promote or engage in any other employment practice, we are committed to being an inclusive employer regardless of race, religion, gender identity, sexual orientation, national origin, age, socioeconomic status, medical condition or disability, or any other protected status..

## GET IN TOUCH

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