

# Employee Benefits

## Rewards and Recognition



**Quarterly Employee Recognition Awards** – Each quarter staff members are nominated by other people in the business and are recognised and issued a reward voucher.

**Service Recognition** – Recognition and rewards for commitment and loyalty to the firm for every 5 years of service completed.

**Employee Referral Program** - Rewards for referring friends or contacts for suitable roles/positions within the company (*conditions apply*).

**Additional incentive based remuneration** - Performance based bonuses and/or commission payments may be available depending on your role.

## Other Financial Benefits

**Superannuation Fund** – Wilson HTM offers a Corporate Superannuation Plan through Asgard for employees to participate in. The plan has a number of features for an extensive choice of investments including self managed options, discounted administration fees and access to favourable rates for Death, TPD and Income protection at Group premium rates.



**Discounted Brokerage and Financial Advice** - Employees are offered discounted brokerage rates for the purchase and sale of Australian shares, as well as for the provision of expert investment and financial advice.

**Salary Packaging** – Salary Packaging options are available for a number of tax effective options such as laptops, car parking, novated lease motor vehicles, associated lease vehicles and additional superannuation contributions.

**Employee Investments** – If you are interested in investing in the high-performing Wilson HTM Priority Growth Fund, or the newly created Priority Core Fund, employees can do so at a reduced amount.

**Insurance Solutions** – Our insurance solutions area can arrange all personal insurance for employees including life, permanent and total disability, income protection and trauma insurance.

**Corporate MBF Cover** – Access to the Corporate MBF (part of Bupa) cover which offers employees outstanding benefits.

## Flexible Work/ Life Balance

**Happy Birthday to you** – A free day off for your birthday!

**Additional Purchased Leave** – Each year eligible employees of Wilson HTM are provided with the option of purchasing an additional 2 weeks leave from their salary package.



**Paid Parental Leave** – In addition to the Government Paid Parental Leave Wilson HTM provides a special bonus for eligible employees returning from parental leave.

**Counselling Services** - A counselling service is available to all staff regarding work or personal issues.

**Stay Well in Winter** – Wilson HTM provides free yearly flu vaccinations in the CBD offices.

## Professional Development



**Study Assistance** - The firm encourages workplace education and training for professional and personal development. We support this by providing Study Leave and some financial assistance for staff that we sponsor.

**Professional Memberships** - The company actively encourages networking and professional recognition by contributing to some of the costs of licenses and memberships.

**Learning and Development** - Wilson HTM believes in developing our people which is why we offer our employees a range and learning and development activities and external training.

## Community Investment

Wilson HTM supports and encourages you to support a number of charities through the **Workplace Giving Program**, **The Wilson HTM Foundation** and **Sponsored Events**.

## Have Fun at Wilson HTM!

**The Social Club** - Social Club events include Christmas parties, End of Financial Year celebrations and Melbourne Cup.