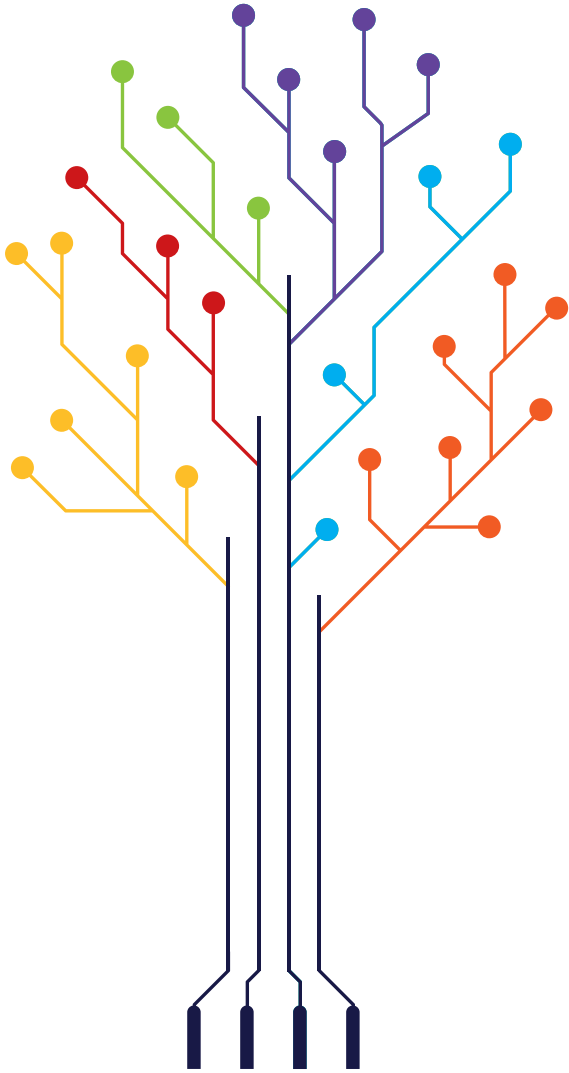


The extras  
you get working with us

**COEO**  
Making SQL sense



# Coeo

People are our first priority at Coeo. We bring together the brightest minds in the industry and in return we provide a great supportive environment. Our aim is to provide you with a range of free and subsidised benefits and perks that help to balance your work and personal life, keep you fit and well, and contribute to your personal wellbeing and career development.

## Your life at Coeo



Personal Development



Your health and wellbeing



Leave and holidays



Money and stuff



Your time with us



A great location

# Personal development



We pride ourselves on our technical excellence and the amazing service we provide to our customers every time they interact with us.

Maintaining high standards requires hard work, dedication and not accepting that mediocre is OK. Your soft skills are as important to us as your technical skills, so we'll encourage you to set Goals that support our Values and Core Competencies, as well as gaining professional Certifications.

We love celebrating success and giving feedback in the moment, not just once a year, so we'll meet with you regularly and encourage peer feedback so that your contribution never goes unnoticed. We'll empower you to assess your own performance and ask you how we can help you grow from good to great. We'll even give you 'me time' for personal development and access to Pluralsight as well as internal and external training.



# Leave and holidays



## Time off

Everyone at Coeo is passionate about what they do and it's sometimes hard to get them to stop doing something they love so much! However, we encourage staff to take breaks from work to recharge their batteries and enjoy life away from work.

## Holidays

We provide 23 days holiday rising to 25 days after 2 years, plus Bank Holidays. If that's not enough, you have the option to buy another 3 days of holiday each year. As a bonus we'll give you the day off on your special birthdays at age: 18, 21, 30, 40, 50, 60, and 65 for an extra celebration.

## Compassionate leave

Should you need it, we can provide up to 5 days of compassionate leave on the death or life limiting illness of a family member.

## Shared Parental Leave

If you want to share the responsibility of looking after the new addition to your family, we will enhance Statutory Shared Parental Pay to half-pay for up to 4 weeks subject to qualifying length of service.

## Maternity / Adoption Leave

We will enhance Statutory Maternity/Adoption Pay to full pay for the first 10 weeks of maternity/adoption leave, so that you can spend time with your new arrival without worrying about a drop in pay, subject to qualifying length of service.

## Paternity Leave

We know how important it is to be around when a new baby joins the family, so we'll give you 2 weeks off work to enjoy the experience; fully paid of course.



# Your time with us



## Social Activities

We love spending time together and having fun. Some activities will be completely free whilst others require a contribution. Recent activities included, Film Club, eating out, Golf Days, walking on the Brecon Beacons, Go-Karting, Wall Climbing, Skiing in France, Golfing in Portugal, kayaking and the annual Charity Bake-off which has sponsored training for six Guide Dogs and supported a local Children's' charity.

Dress up for the Christmas Party and bring your partner or chill out at the Summer Barbeque with your whole family.

## Recognition

Whether it's demonstrating our Values, winning an award or winning a new customer, we won't let it go unnoticed or be taken for granted. We'll celebrate the success publicly!

## Equipment

You'll use an awesome laptop running the latest software.

## Mobile phone

You'll be provided with a fab iPhone, which is fully expensed for business and personal use.



# Your health and wellbeing



Your health and wellbeing at work is as important to us as it is to you. Our office is furnished with award winning Herman Miller chairs for your comfort and air conditioning to keep you cool.

## Food glorious food

To help you get started in the morning and sustain you throughout the day, our kitchen is stocked with a range of refreshments including the most amazing real bean coffee, hot chocolate to die for, breakfast cereals, healthy snacks and fresh fruit. There's even a microwave and toaster if you want to bring your own food and a dishwasher to clean up afterwards!

## Health Insurance

Keeping fit and healthy is good for the body and the mind but when you're under the weather or need physiotherapy, a consultant, a hospital stay or a range of other treatments we've got you covered, subject to qualifying length of service.

## Eye Care

Regular eye examinations and sight tests are important, so we'll pay for you to have an eye examination and sight test every two years and contribute towards your spectacles if they are for display screen use.

## Employee Assistance Programme

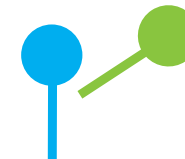
Our Employee Assistance Programme is provided by Unum Lifeworks and is available 24x7 providing advice and support on a wide range of issues including legal, work, debt management, stress and depression, family and relationship issues, men's and women's health. Counselling sessions are provided free of charge by telephone or face to face at a location to suit you as well as on line cognitive behaviour therapy.

## Income Protection Insurance

We know how devastating long-term illness can be and sick pay doesn't last indefinitely, so we provide income protection insurance which means that if you are off work for more than 12 weeks through incapacity you will receive 80% of your basic pay for up to 24 months. Subject to qualifying length of service.

## Flexibility

Work/life balance is important to all of us. If you need a bit of flexibility to drop off the kids, work from home, go to the dentist, or want to reduce your hours for a while, let us know and we'll try to help.



# Money and stuff



## Pay

We know that whilst benefits and perks can be the icing on the cake you'll be interested in pay too!

We review our salaries every September to ensure they are in line with IT industry benchmarks and that you are rewarded fairly for the contribution you make to our success.

## On-call rota

If you work in the Dedicated Support team you may be required to join the on-call rota for which you'll receive a generous allowance.

## Pension Scheme

To help you save for the future we'll enrol you in the Coeo Group Stakeholder Pension Scheme and contribute to your pension pot as long as you do the same. If its not for you, you have the option to withdraw from the Scheme within 28 days of enrolment.



# Money and stuff



## Performance Bonus

We reward your contribution to our success through either sales commission or an annual performance bonus.

If your role makes you eligible for our annual performance bonus, this means you could receive a windfall of up to 10% of your basic salary based on a combination of company performance and your personal contribution throughout the year. Bonus payments are paid in August.

## Life Assurance

Should the worst happen whilst employed by us, we'll pay your beneficiary a lump sum equivalent to 3x your basic salary. We'll ask you to complete an Expression of Wish form to tell us who you would like the money to be paid to.

## Car Allowance

If travelling is a large part of your role you are likely to qualify for a generous Car Allowance.





# A great location



## Routes to Work

Coeo is located just a few minutes' walk from Winnersh Triangle Station with links to Reading and Central London, and 5 minutes' drive from Junction 10 of the M4.

The Park's Piazza provides a Hotel, a WHSmith store, an ATM, and a Café.

## Unwind

Winnersh Meadows is situated at the east end of Winnersh Triangle and provides a green space in which to escape, with meadows, picnic tables, an outdoor gym, and running routes.

Just a few minutes further on, is the Dinton Pastures Country Park, which offers outdoor amenities including seven lakes, two rivers and meadows, a children's play area, the Dragonfly Café, a nine-hole golf course, and the Dinton Activity Centre, which runs various water sport courses and activity clubs. These are both fantastic places to relax and unwind.



# A great location



## Nursery

We are directly opposite The Willows Nursery, which provides a happy learning environment for children aged 6 months to 5 years.

## Parking

We have on-site parking.

## Hotel and Fitness Facilities

We are just a few minutes' walk from the Esprit Fitness & Spa Club at the Holiday Inn, which offers discounted corporate membership, a state-of-the-art gym with the latest "Life Fitness" equipment, a 19-metre indoor swimming pool, sauna and a steam room.

## Activities in the Park

A range of activities are provided by Winnersh Triangle Business Park. Many are run around lunchtime or after work and are either free or there is a small charge. We'll provide you with a weekly bulletin of what's on. Examples include sports massage, reflexology, Pilates, yoga, Chiropractor, lunch time walks or cycle rides, 5-a-side football, French and Italian lessons.

We're sure you're going to love working with us and look forward to you becoming part of the team.



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