

# Driven by Data. Powered by People.

Imagine being part of a team where your ideas are valued and your contributions make a real impact. At Minitab, we believe in the power of collaboration and innovation. Driven by data, we are constantly pushing boundaries and exploring new horizons. Powered by people, we are shaping the future.



## Employee Benefits United Kingdom

### PRIVATE HEALTH INSURANCE

Private Health insurance scheme with BUPA, offered on a Medical History Disregard basis. Minitab pay 100% of fees for employees, and 75% of membership fees for dependents (taxable as a benefit in kind).

### LIFE INSURANCE

Group Life insurance is provided at no cost for employees at three times employee base salary.

### CRITICAL ILLNESS INSURANCE

Critical Illness insurance is provided at no cost for employees, at three times base salary (taxable as a benefit in kind).

### PERMANENT HEALTH INSURANCE

Sick leave is paid in full by Minitab for first 13 weeks of illness in any 12 month period. If reason for absence is for an insured illness, Permanent Health insurance will pay up to 75% of employee base salary until either return to work, or scheme retirement age. Permanent Health insurance is at no cost to the employees.

### RETIREMENT PLANNING

A Salary Exchange pension scheme is in place with Aegon. Minitab will match employee contributions up to 6%, and will add 1% (maximum employer contribution of 7%). Minitab also gift back the National Insurance saving on employee contributions as additional pension contribution. Standard auto-enrolment rules apply.

### FITNESS FEES

Employees may claim up to £20 per month towards any costs related to fitness. This benefit is processed via payroll and is claimable upon evidence of expense.

### EAP

At no cost to employees, Minitab offer access to a comprehensive Employee Assistance Program, offering anything from financial planning guidance, to face to face counselling sessions.

### PAID TIME OFF

In addition to all UK Public Holidays, Minitab offer 27 days' holiday per year. This is increased by one day every year, up to 10 years (37 days holiday), and thereafter increases by one day every five years, to a maximum of 39.

### HIGHER AND PROFESSIONAL DEVELOPMENT

The pursuit of ongoing development is important and valued at Minitab. In support of this value, Minitab offers tuition and related expenses assistance for both higher education and other professional development.

### HYBRID WORK SCHEDULE

We offer a hybrid work model for eligible positions.

You have data, we have solutions. Imagine the possibilities. You have vision, we have the capabilities. Imagine YOUR impact.

## MAKE A DIFFERENCE

- Trust
- Respect
- Engage
- Collaboration
- Integrity
- Accountability
- Wellness