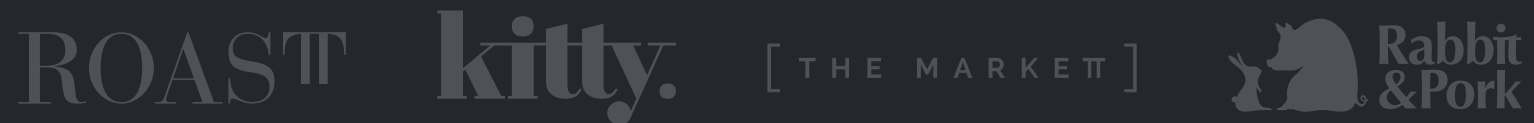


# BENEFITS PACK



**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 Holborn 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

## Holborn

Our bright Holborn abode spans 5000 feet. Our five private meeting rooms provide us with plenty of space to host industry events, hold internal brainstorming sessions and have team catch ups.

## Gym

We are happy to subsidise your memberships to two of London's top gym groups; Nuffield Health, and Better Gyms. If you decide to join you will have access to over 100 gyms offering workout facilities, swimming pools, regular health MOTs and personal training sessions.

## 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.

## Break out area

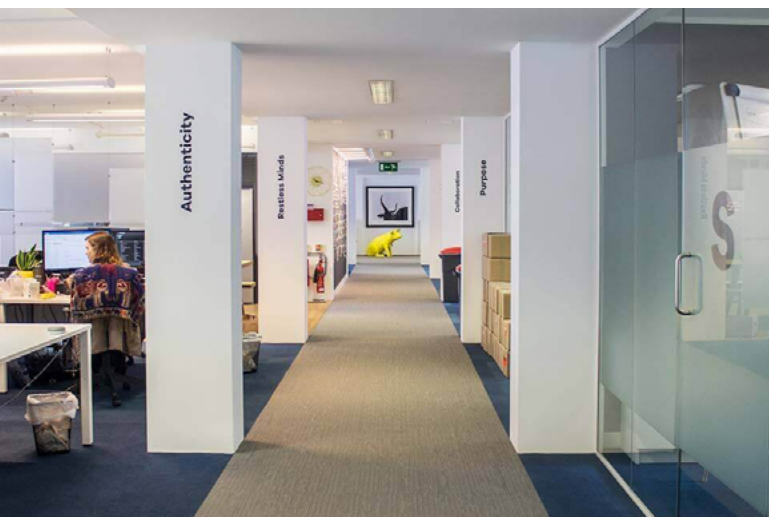
Our break out area is kitted out with a Wii U, a ping pong table, sofas and beanbags, for those of us who like to chill out after work or on a lunch break.

## Lockers

Personal lockers are provided in the office to ensure you have somewhere safe to keep your belongings at all times.

## Bike storage

We have a secure bike lockup on site.



# PERSONAL DEVELOPMENT

## QA apprenticeships

TiPi actively support and engage in the QA Apprenticeships Scheme. This supports further learning and on-the-job training, for candidates post school or university. We have already supported three yearlong placements, two of which were offered a full-time job on completion of the apprenticeship.

## 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 program 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, ROAST staff are regularly invited to seminars and workshops at the Google offices.

## TiPi Academy

TiPi Group run a free two-week intensive course, introducing fresh grads to the complexities of the digital landscape. With the aim of giving a more diverse group of people the chance to showcase their abilities through their own means, TiPi Academy provides attendees with ins on how to kick-start a digital career without taking traditional, over-subscribed graduate scheme routes or under-paid and often talent-limiting/learning-limiting internships paths, into the industry. In addition to tutorials covering 14 specialist digital disciplines, the Academy invests in teaching skills not covered at school – from how to pass your Google AdWords exams, to best interview practise, to presentation training, to hands on digital activities such as data insight gathering, mini-SEO audits, social research, key word planning and press release writing.





### 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. Each group (mixed between disciplines and seniority levels), will have one morning to prepare for a pitching session taking place on Friday afternoon in front of staff and management. The best idea will then be deployed company-wide. 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.

### 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 any 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.

### Referral scheme


We are always on the lookout for talented individuals to join our team. If you are successful in helping us find a new 'Teep', we will provide a monetary reward. Anyone who introduces TIPi to a client will receive a similar reward.

### Roundtable sessions

Regular one on one and group feedback sessions are in place to guarantee our employees get the best out of their work. These forums also provide an occasion for staff to feedback any concerns or suggestions they have.

### 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.



**NOT ONLY IS THE CULTURE  
MASSIVELY FOCUSED TOWARDS  
EMPLOYEE JOB SATISFACTION AND  
PROGRESSION, BUT ALSO OUR  
GENERAL HAPPINESS.  
I COULDN'T THINK OF ANYWHERE I'D  
RATHER WORK.**

Account Manager, TIPi Group



# LIFESTYLE

## 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.

## Company socials

Socialising and company culture is a key part of life here at TIPi. We host monthly socials, quarterly house competitions and Summer/Christmas parties, all paid for by TIPi. Late starts (10am) are allowed the day after events.

## Company trips

Yearly trips abroad are hosted by TIPi. In 2018, the team went to Portugal to stay in a villa and they're going skiing this year. In between trips abroad, TIPi also provide employees with weekend trips outside of London.

## Annual leave

You will receive 25 days annual leave (plus bank holidays). After two years' service, your annual leave days will increase to 27, after three years to 28, after four years to 29, and after five years to 30.

## 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.

## Fridays

We have a staff drinks fridge that is unlocked every Friday afternoon, and everyone is entitled to a beverage of their choice once they've completed their timesheets. 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.





### 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.

### Bowling club

In the winter, TIPI take part in a bowling league. Matches take place once a month at Rowans in Finsbury Park. The cost of the entry, games and shoes are all taken care of.

### Netball team

Alongside the bowling team, we also join a mixed netball league in central London. We're always looking for new recruits so shout if you'd like to join us!

### Birthdays

Birthdays get easily missed in bustling office environments. To ensure everyone knows it's your special day we make sure to get you a cupcake. In the week of your birthday you may pick one day for a late start (10.30am).

### TIPI library

TIPI have built a library of discipline specific books. The books are for making progress in appraisals, increasing general industry and business knowledge, as well as understanding other digital disciplines, but also could be used as a great development tool for junior staff to help accelerate their learning. The key will be how HODs integrate reading objectives into career/development plans and objectives.

# OTHER BENEFITS

## 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.

## 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.

## Pension

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

## Cycle to work 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.





# CORPORATE SOCIAL RESPONSIBILITY

## The TIPI Trust

Here at the TIPI Group (ROAST & Kitty) we care about what happens outside of our office, so we've built an annual donation scheme – The TIPI Trust.

The TIPI Trust provides a structured way for the members of our company to give back to the community and we love hearing any new suggestions our staff have to give. Donations range from clothing to food and are themed to the time of year (i.e. clothing during fashion week, food during harvest month, etc). As a Halloween treat, we even allow staff members time off in October to donate blood!

## Further Philanthropy

Alongside all of this, we hold regular charity events at our office, including initiatives such as bake offs, Movember and Christmas Jumper Day.

## House Charity Competition

Each of our houses have the opportunity to pick one event (sponsored by the company) to raise money for a charity of their choice. From half marathons to office sleepovers to serpentine swims to read-a-thons – our houses come together to compete for house points by seeing which of them can raise the most money for their charity. Last year we nearly raised a whopping £4,000.

## Environmental Issues

We care about looking after the environment at TIPI Group. Turning off lights and computers, recycling and limiting use of heating/air conditioning are all part of our company ethos. At Christmas, we even encourage our employees to buy edible (or at least useful!) gifts for Secret Santa rather than short-lived plastic toys. Together we can make a difference.