



# UK Insurance Benefit Offerings Overview

## Health and Welfare Plans:

- Private Medical Insurance (Bupa)
- Dental Insurance (Bupa)
- Vision Voucher (Specsavers)

## Protection Plans (Unum):

- Income Protection
- Serious Illness Benefit
- Life Assurance

## Programs and Perks:

- Hussle Gym Discount
- Cycle to Work
- Tax Scheme
- Carrot - Fertility and Family Planning Aid
- Help@Hand - Mental Health Support, Physiotherapy, Second Medical Opinion, Remote GP
- Square Health EAP
- Medito - Mental Health Support
- Charity Contribution Matching
- Shopping Discounts (Extras Discounts)
- bYond

## Retirement:

- Pension (Royal London)

## Time Off:

- Flexible PTO
- Holiday Calendar

## Parental Leave after 1 year of employment:

- 16 weeks company paid maternity leave
- 6 weeks paid paternity leave
- Gift card for diapers (valued at £400)
- UberEATS gift card (valued at £370)
- Biweekly maid service for 10 weeks (valued at £400)

## Medical Plan Overview and Resources:

	PRIVATE MEDICAL
<b>Type of Network</b>	Guided Care provides you with a choice of appropriate consultants through Bupa's participating facility network, giving you access to quick and convenient appointments. In addition to location and required specialism, consultants will be chosen based on their treatment outcomes, clinical practice and treatment efficiency.
<b>Underwriting Terms</b>	Medical history disregarded
<b>Excess</b>	£100 excess per person per plan year

	DENTAL
<b>Type of Network</b>	In selected Bupa Dental Centres, Bupa will usually be able to settle your claim there and then, so there's no need to pay unless there are any costs that fall outside the limits of your coverage. In non-Bupa Dental Centres, you'll need to pay for your treatment yourself and claim some or all of it back, depending on the limits of your coverage.
<b>Underwriting Terms</b>	Medical history disregarded
<b>Excess</b>	N/A
<b>Coinsurance</b>	80% toward cost of major restorative treatment

### Bupa Private Medical Insurance – Only members of this benefit are entitled to:

- Full inpatient and full outpatient coverage
- Bupa Cancer Promise; please visit [Cancer Promise](#) for further information
- Therapies coverage, such as chiropractic treatment, osteopathy, chiropody/podiatry and acupuncture
- Mental health coverage
- NHS cash benefit - £50 a night for up to 35 nights a year for treatment that would have otherwise been covered for private inpatient treatment
- Coverage for home nursing and for private ambulance
- Pregnancy complications in specified circumstances
- Parent accommodation
- 24-hour telephone access to a qualified nurse through [Bupa Anytime HealthLine](#) - 0345 604 0537
- Unlimited access to GP consultations 24/7 via phone or video call; see [Bupa Blua Health](#)
- Full coverage for in-network physiotherapy and outpatient MRI, CT and PET scans up to the chosen limit for consultant appointments and out-of-network physiotherapy

### Additional benefits of the Private Medical Insurance

#### Health and Wellbeing Rewards by Bupa

Bupa understands your wellbeing goes far beyond health care. That's why they have created Rewards by Bupa, designed to offer you exclusive discounts to complete the full picture of health and wellbeing.

Their partners are chosen to help you achieve your health and wellbeing goals. Browse through the offers to find what works best for your mind and body.

Rewards are available for all Lofters, not just those in the PMI or Dental scheme.

#### Bupa Blua Health digital GP service | Bupa UK

No more waiting rooms. No more waiting. The Bupa Blua Health digital GP service lets you talk to an online doctor by video or phone call, day or night, including weekends and bank holidays.

You could also talk to a nurse, pharmacist, physiotherapist or mental health nurse.

You can have your appointment wherever you are, too — home, work or the bottom of the garden. No need to take time off work, sort childcare or get to the GP surgery. You can even stay in your pyjamas if you're feeling poorly.

# Medical Plan Overview and Resources:

Salesloft provides medical, dental and vision benefits at no cost to the employee.

## Benefit Offering Details:

HEALTH AND WELFARE PLANS:		
BENEFIT	BENEFIT HIGHLIGHT	CONTACT INFO
<b>Bupa Medical Insurance</b>	Provides fast-track access to private health care through Bupa as well as discounts and rewards.	<b>Bupa online account</b> <b>Making a health insurance claim   Bupa UK</b> Or call <b>0345 609 011</b>
<b>Bupa Dental Insurance</b>	Provides coverage for dental needs such as checkups or treatments.	<b>Bupa online account   Bupa UK</b> <b>Making a dental insurance claim   Bupa UK</b> Or call <b>0800 237 777</b>
<b>Vision Voucher</b>	The eVouchers can be redeemed at any Specsavers store in the UK. Simply book online or call the store to schedule an appointment and present the eVouchers prior to your eye test.	Book <a href="#">here</a> at your nearest store

RETIREMENT / INCOME PROTECTION PLANS		
BENEFIT	BENEFIT HIGHLIGHT	CONTACT INFO
<b>Income Protection &amp; Serious Illness Benefit</b>	Pays 65% of gross basic salary in the event you are unable to work due to illness or injury. This benefit is paid through the normal PAYE system, and you will pay tax and NI at your applicable rate.	Claims are to be submitted by your employer
<b>Life Assurance</b>	Pays out a lump sum of 4x basic annual salary in the event of your death whilst in employment with Salesloft.	Claims are to be submitted by your employer
<b>Pension</b>	To provide you with an income at retirement. The plan's default fund is the Governed Portfolio 4, 5 and 6. Annual Management Charge (AMC) of 0.44%. Lofters are automatically enrolled with an employer contribution of 4% and an employee contribution of 5% of basic annual salary. The default method for contributions is Tax Relief at Source. Should you want contributions to be made by Salary Sacrifice, please contact <a href="mailto:nfpukSalesloft@nfp.co.uk">nfpukSalesloft@nfp.co.uk</a>	<b>Your pension plan online</b> <b>Group personal pension</b> <b>Retirement options</b> <b>Download our mobile app - Royal London</b> Or call <b>0345 602 1885</b>

## COMPANY-PROVIDED PROGRAMS AND PERKS:

BENEFIT	BENEFIT HIGHLIGHT	CONTACT INFO
<b>Hussle Gym Discount</b>	40% off Hussle's Monthly+ Pass with Bupa gives you a fitness solution that suits you, with access to a variety of gyms, pools and spas across the country. With one pass, at a fixed price, wherever you are, you can work out your way.	<b>Hussle Gym Discount</b>
<b>Tax Schemes</b>	The Cycle scheme allows you to receive a voucher valued at up to £2,000 to purchase new cycling equipment, and the Tech scheme allows you to receive a voucher valued at up to £1,000 to purchase new technology equipment for personal use (e.g., home computer). Salesloft provides the funding upfront, and you repay that amount over 12 months with <b>pretax</b> payroll deductions.	<b>Cycle Scheme</b> <b>Tech Scheme</b>
<b>Carrot</b>	We know that family planning is important, and Salesloft wants to help. That's why we provide access to several family planning resources and discounts, as well as a £6,500 credit toward IVF, adoption or egg freezing.	<b>Carrot</b>
<b>Medito</b>	Medito is an app that uses meditation, mindfulness and breathing exercises to improve mental wellbeing for its users. The app includes hundreds of sessions to help you develop your meditation practice, including a 30-day meditation challenge and offerings related to sleep, stress, anxiety, low mood, gratitude, work life, mindfulness and meditative music.	<b>Medito</b>
<b>Charity Contribution Matching</b>	We want to support the causes that you care about most. That's why Salesloft matches your charitable contributions up to £150.	<b>Charity of Choice</b>
<b>BHN Extras</b>	Save money on everything from your weekly food shop to your next big holiday. You'll have access to great savings at over 100 brands including M&S, ASOS, Costa, Nike and many more. Shop for yourself or someone else.	<b>Extras Discounts</b>
<b>bYond</b>	Make your money go further with bYond, the cashback prepaid card. For just £5 a year, earn up to 15% when you shop at over 80 UK retailers.	<b>bYond</b>

## If You Have Questions

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