

# #MWWLIFE

# WELCOME TO WHERE CARING COUNTS

**At MikeWorldWide, we offer a set of benefits designed to enhance our employees' experience during every phase of their career. We call it #MWWlife, and it's all about the freedom to live your best life, both personally and professionally.**

MikeWorldWide has led the charge on flexibility in the PR industry for years, and #MWWLIFE is the embodiment of our philosophy that our people are professionals and as adults should be treated as such. Our leadership team knows that juggling it all can be challenging and having a supportive employer can make all the difference for happier, healthier, and more productive talent (and ultimately, happier clients who are getting superior service). The highlights of #MWWLIFE are:

## HOLIDAY ALLOWANCE

Each person starts the year with 25 days of holiday — which is above the industry average. This builds up year on year, after your first full year of employment, until you have a maximum of 28 days.

In addition to your allowance, you get:

- office closure between Christmas and New Year
- your birthday off
- Mental Health days off (there are five scheduled in 2022)
- A day off a year for volunteering

For long service you get the following additional holiday allocation which needs to be taken in the same 12 months:

- 3 years: one extra week (5 bonus days for that year)
- 5 years: two extra weeks (10 bonus days for that year)

## THE OFFICE EXCHANGE

MikeWorldWide employees apply for the opportunity to win a two week, all-expense-paid trip to a US office. Exchangers support local client teams in the market they're visiting and participate in social events paid for by MikeWorldWide outside the office – all we ask is that you provide social media content and blog posts detailing your experience so the rest of the agency can come along too!

## PAID PARENTAL LEAVE

We know that an expanding family is a special and exciting moment in our employees' lives, and we want our new parents to enjoy that time worry-free before returning to work. We provide a minimum of five months of 100% paid maternity leave for any expecting or adopting parents. This increases with the years of service. Additionally, we offer four weeks of paid paternity leave for expecting or adopting fathers. We also provide additional time off for employees undergoing fertility treatment.

## TALKSPACE ONLINE THERAPY

Mental health is a top priority at MikeWorldWide. We provide Talkspace online therapy for all employees and their dependents ages 13+ at no cost. This includes unlimited messaging, as well as the option to use one 30-minute live video session with your Talkspace therapist each month.

## EDUCATION STIPEND

We see our people taking the initiative to expand their knowledge as beneficial to the agency and our clients. Any employee can receive a stipend for tuition expenses, class, or certification to gain a job-related skill, and we're not talking about learning Microsoft Excel – in the last few years, team members have taken classes in graphic design, data visualisation, and one even became a certified sommelier!

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## LEARNING & DEVELOPMENT

Our HR team offer a comprehensive training and skills development curriculum by partnering with internal and external trainers featuring classes like Masterful Interviewing, Leadership & Management Skills, Client Relations, Interpersonal Skills, Presentation Skills, Brainstorming & Creativity, Career Pathing, and more!

## WE'VE GOT YOU COVERED. BIG TIME. TRADITIONAL BENEFITS INCLUDE:

- Hybrid working, we encourage coming into the office a couple of days a week but offer genuine flexibility
- Pension scheme
- Life insurance
- Critical illness insurance
- MikeWorldWide health and dental insurance scheme
- Gym allowance
- Mobile phone bill allowance
- Free breakfast, drinks and snacks every day in the office
- A training and career development path (including mentoring and coaching, personalised training programs, 360 feedback and clear objectives to achieve your goals)

## BENEFITS THAT GO BEYOND THE INDUSTRY STANDARD.

### NON-TRADITIONAL BENEFITS INCLUDE:

- Closed between Christmas and New Years
- 4pm finish on Fridays
- Free lunch on Tuesdays for those in the office
- Mental Health Days – whereby all offices shut for business so our teams can truly disconnect and recharge
- #FridayFreeze – no meetings after 2pm. Once your work is wrapped, feel free to kick-off your weekend early guilt-free

## MWW ANNIVERSARY EXPERIENCE PROGRAM

For every 5-year milestone anniversary that an employee celebrates at MikeWorldWide, they receive a stipend to put towards an experience of their choosing. This can include a trip to a city you've always wanted to visit, front row tickets for a concert, box seats at a West End play or sideline passes at a sporting event – your choice, on us.

## ON-THE-JOB PERKS YOU'LL LOVE

- Our #CaringCounts corporate social responsibility offers initiatives in which staff can participate
- Every office has a summer outing and a holiday party, happy hours and employee fun-focus

## CULTURE

- **Diversity, Inclusion & Equity Council**, has a mission of cultivating an environment that acknowledges and values the unique cultures, backgrounds, and experiences of our people, with an aim to view our differences as rich opportunities for understanding, learning and growth