

ZENO LONDON BENEFITS

**WHERE CAREERS ARE BUILT
AND LIVES ARE LIVED**

COMPENSATION

- . Twice yearly P&P reviews – merit and progression
- . Refer a friend scheme
- . Annual bonus scheme
- . New business incentive scheme
- . Life Assurance
- . Business Travel Insurance
- . Dental Insurance
- . Private Medical Insurance
- . Rent Up Front Deposit Scheme – Grads to SAE's
- . Home Office Swag - £100 Grads to SAEs
- . Enhanced Pension Contributions
- . Ethical Pension Option

CAREER

- . Fearless University
- . Continuous Performance Development
- . Career Pathing
- . Internal & External mentoring programmes
- . Professional Qualification Funding
- . DAN Award
- . The Incubator
- . Fearless Flyer
- . Fearless Fund
- . Industry Immersion e.g. Cannes, Conferences
- . SCA Boot Camp
- . PRCA/APG Membership

PERKS

- . Old Street Offers
- . Min 25 days Holiday Allowance
- . Increased hols with length of service
- . Holiday Sell-Back
- . Private Members Club Membership (Assocs +)
- . Pastoral budgets per practice
- . Milestone Moments
- . Length of Service Bonus
- . Interest-free season ticket loan
- . Cycle to Work scheme
- . Financial Advice Drop-Ins
- . Breakfast Goodies

WELLNESS

- . Free annual eye test
- . Glasses/contacts allowance
- . Wellness Allowance - £250 per year
- . Headspace/Puppy Therapy
- . Mental Health First Aiders
- . Gym discount
- . EAP
- . Snips and Clips – Free Haircuts and Manis
- . Wellness and Massage Sessions

CULTURE

- . Socials!
- . Freedom Friday
- . Hybrid Working and Flexi/Core Hours
- . Zeno Day of Play
- . Zeno Gives Back
- . Enhanced maternity & paternity pay
- . New family/lifestage policies e.g. adoption, carers, menopause
- . Ecologi Tree Planting for all new joiners
- . Tate Modern Memberships
- . Culture Immersions
- . Zeno Eats

