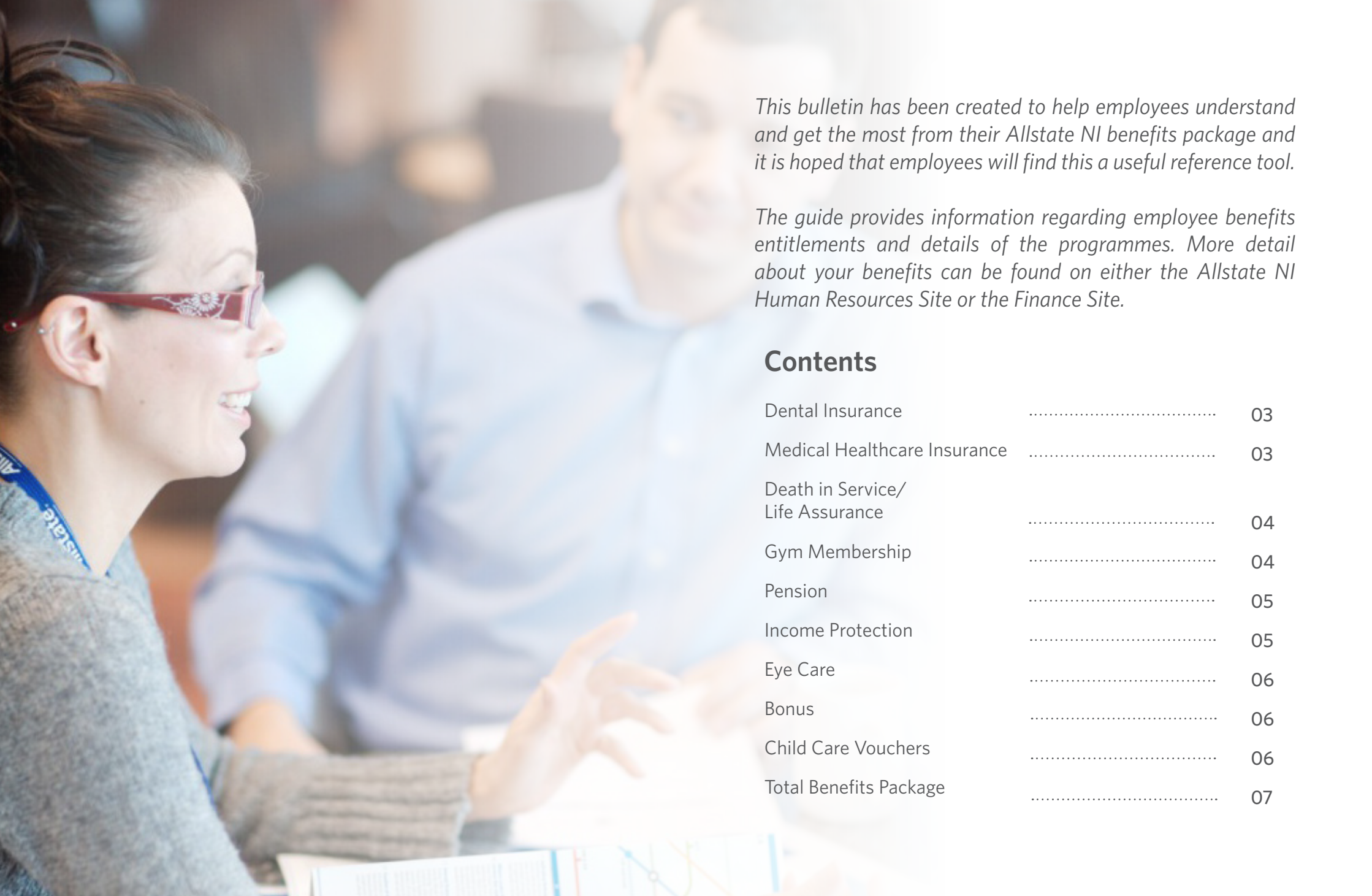


Benefits Bulletin

Working at Allstate provides many benefits, to improve your work life balance as well as financially



Allstate[®]
Northern Ireland



This bulletin has been created to help employees understand and get the most from their Allstate NI benefits package and it is hoped that employees will find this a useful reference tool.

The guide provides information regarding employee benefits entitlements and details of the programmes. More detail about your benefits can be found on either the Allstate NI Human Resources Site or the Finance Site.

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Dental Insurance

Allstate NI provides dental insurance cover for all employees providing up to £1,500 of dental treatment each year within the period 1st June—31st May. New employees become members of the plan automatically and are not required to undertake an initial assessment which is required for most dental insurance plans.

Medical Healthcare Insurance

The medical cover provided to Allstate NI employees through Aviva is one of the most comprehensive plans in the market. The plan covers most types of medical investigations and treatment.

Private Medical Insurance covers employees up to the age of 70. This benefit terminates upon the employee turning 70 years of age.



Death in Service/Life Assurance

Allstate NI provides its' employees with substantial death in service benefits through a Group Life Assurance Scheme.

The Termination age for this policy is when an employee turns 70 years of age. The life Assurance entitlement is 4 times an employee's basic salary at the time of death.

Gym Membership

Allstate NI provides subsidized gym membership for all employees. Participating gyms are located in L'Derry, Belfast City Centre and Greater Belfast, Bangor, Ballymena and Strabane. Gym franchises include Spirit at the Holiday Inn, DW Sports (formerly JJB), Fitness First, Templemore complex and Riversdale in Strabane. This geographical spread of gym options means that employees who live across the province can avail of gym membership in line with Allstate NI's Healthy Workplace culture.

The company subsidy toward this employee benefit is on average £168 per participating employee per year.



Pension

Allstate NI operates a contributory Group Personal Pension (GPP) scheme with the following contributory rates:

Age	Minimum Employee Contribution	Fixed Employer Contribution
20-29	2%	4%
30-39	3%	6%
40+	4%	8%

In addition to the contribution made by Allstate NI to the employee's pension investment, the company also operates a tax efficient salary sacrifice scheme for qualifying employees.



Income Protection

All Allstate NI employees are covered for an Income Protection benefit which pays up to 75% of an employee's salary (less any Department of Work and Pensions benefits) in the event of ill health or injury resulting in an inability to return to work subject to terms of the plan. The plan also facilitates graded returns to work after lengthy absence from work due to ill health or injury.

Income Protection payments commence from the 26th consecutive week of absence from work and qualification is subject to medical assessments and/or medical reports. (Refer to note 5 on the back cover). An employee purchasing similar insurance in the market could expect to pay approximately £350 per annum.

The termination age for this policy is now aligned to the State Pension Age (SPA) with a minimum termination at age 65. The current State Pension Age is Age 65 for Men and Age 62 for Women with both rising to Age 66 by 2020.



Eye Care

The Allstate NI eye care benefit pays for an eyesight test (costing approximately £20) and £100 towards spectacle costs if spectacles are required. Employees are entitled to this benefit every 12 months. Employees can obtain vouchers for opticians which will instruct payment by the company.

Company Performance Bonus

The Allstate NI bonus scheme pays up to 6% of gross annual salary in December each year to those employees who qualify. The criteria for the performance related element of the bonus is determined at the beginning of each year by senior management in line with the company strategy.

Child Care Vouchers

Childcare vouchers are a method of paying for registered childcare. Vouchers up to a value of £243 per month are exempt from Tax and National Insurance Contributions (NIC) and therefore there are potential savings for working parents who use them to pay for registered childcare. In the example of an employee who pays basic rate tax and takes a maximum £243 vouchers the benefit will be £933 per annum.



Total Benefits package

The total value of the benefits mentioned in this bulletin amounts to approximately £4,000 - £5,000.

Allstate NI is proud of the range of both core benefits as described in the bulletin as well as the fringe benefits such as flexible working, bike cage, restaurant facility, financial support for team events, sports and social funding and others.

Notes:

Please note that benefits do not form part of the employment contract and are subject to reasonable change including for example withdrawal and contributory fees in line with changing economic and market factors.



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