



Benefits at a Glance

- Private Medical Insurance BUPA - (with subsidized rates for dependents deducted monthly via payroll)
- Private Dental Insurance..... With subsidised rates for dependents deducted monthly via payroll
- Private Optical Insurance..... Reimbursement of up to £20 per year for any sight test, up to £100 for lenses and £50 towards frames
- Life Insurance..... Equal to 4 x salary
- Long Term Disability..... In the event that the employee is unable to work, the company pays full salary for the first 13 weeks, thereafter the LTD scheme operates whereby 75% of salary is guaranteed for as long as required
- Group Stakeholder Pension Plan..... Contributory scheme whereby an employee contribution of 3%, 4% or 5% of gross salary will be matched with an employer contribution of 6%, 8% and 10% respectively
- Workplace Nursery..... Based on Milton Park (for children aged 3 months to 5 years) – tax concessions for the employee
- Gym Membership..... Subsidised membership at the local health club
- Cycle Scheme Policy..... Ability to purchase a cycle for work use up to £750 with tax and national insurance concessions
- Travel..... Comprehensive travel insurance that covers all business travel
- Stock Options/Restricted Shares... Granted on your joining date and are discretionary thereafter
- Employee Stock Purchase Plan... ESPP is a savings scheme which allows the employee to save up to 15% of gross salary each month and at the end of a fixed period to purchase Vertex shares at a discounted rate
- Annual Leave..... 28 days, plus all UK Public and Bank Holidays
- Sickness Absence..... Payments in excess of Statutory Sick Pay (SSP) for periods of absence due to illness are at the Company's discretion
- Relocation..... Based on eligibility