

# We Care That Your Career Is Totally Rewarding

TMM Recruitment is a great place to work. We promote a professional, stimulating environment where people enjoy coming to work because their efforts are appreciated, new ideas and communication are encouraged and success is rewarded.

**There are so many benefits to a career with us.**



## Holidays

Imagine up to 8 weeks annual holiday, it doesn't have to be a dream when you work with us.



## Competitive Salary



## Your Time

This unique benefit gives you an extra 6 days annually (that's half a day a month) to do exactly what you want to do – it's Your Time! There's flexi start and finish times too.



## Mobile Phone & Laptop



## Commission

Uncapped commission, with no threshold level.



## Hybrid Working



## Bonus

Work hard and make a positive impact and you could be eligible for an annual performance related bonus.



## Discount Schemes

Free mortgage review and discounted legal and property services from Aberdeen Considine.



## Moving House

Moving house can be very stressful. There's always so much to arrange and so little time to get it all done, we try to lend a helping hand by giving you a day off work.



## Birthday

Your birthday is a special day, we think you deserve the day off.



## Pension

You are automatically enrolled to our group personal pension plan.



## Dress Down Friday

Every Friday of every month you can dress casually for work.



### Volunteer Day

It's important to us that we contribute to our local community. As well as donating our time we've raised thousands of pounds for local charities. We offer you a day off work to undertake a volunteering activity that you feel passionate about and if you are participating in a fundraising event out with us we'll sponsor you £50.



### Employee Referral

Refer someone you know to join our team and we'll show our appreciation with a cash payment to you upon successful completion of their 12 week review.



### Company Sick Pay

In the event of sickness absence your basic income is paid for up to 13 weeks.



### Income Protection

Up to 75% of your basic income is protected until age 65 in the event you can no longer work through ill-health.



### Car Allowance

This allowance covers the use of your own vehicle at work and is made in addition to your salary.



### Celebrations

We love to celebrate success and we love to be social. Our sports and social committee arranges regular, fun events and our annual "Away Day" gives you the chance to try new activities. The pinnacle of our social calendar is the TAMMBA Celebrations –guaranteed to be your best night out of the year.



### Total Reward Statement

This statement illustrates the monetary value of your annual remuneration and benefits.



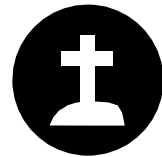
### Training

Every member of staff receives on the job training from experienced colleagues and continual support from line managers. Training is delivered throughout your career, incorporating management training, leadership development and coaching.



### Long Service Award

Although every day at work is a pleasure we think 10 years service is highly commendable and thoroughly deserving of a special, personal gift.



### Life Assurance

This benefit provides your dependants with a lump sum payment of x 4 basic annual salary in the unfortunate event of your death during employment.