

HAGERTY

2023 Benefits Overview

U.K. Employees

Updated January 2023

Health Care

Medical/RX

A health care plan is provided to employees and their family. This benefit has many components that extend your coverage to a wide variety of health care providers and services. Hagerty pays the premium in full for the extended coverage.

Eligibility

Following a three month probationary period.

Financial Protection & Planning

Pension Plan

Hagerty provides a pension plan with a 1.5% contribution minimum and an 8% employer match.

Eligibility

Following a three month probationary period.

Death in Service

Hagerty provides a Death in Service coverage.

Following a three month probationary period.

Wellness

Wellness Reimbursement

Hagerty offers an annual reimbursement to employees for use on wellness programs, such as: gym memberships, fitness classes, smoking cessation classes, at home workout equipment, etc. Reimbursement amount is 200 pounds per calendar year.

Eligibility

Eligible on the date of hire.

Event/Race Reimbursement

Hagerty will reimburse the registration or entry fees each year for up to 3 races or fitness events in which an employee participates.

Eligible on the date of hire.

Paid Time Off & Community Service

Paid Time Off

Years of Service	PTO Accrual
0-1	25 days per year
1-2	26 days per year

Eligibility

Eligible on the date of hire and will be prorated based on hire date within the year.

Holidays

Hagerty provides the following paid holidays:

New Year's Day Good Friday Easter Monday
Early May Bank Holiday Spring Bank Holiday Summer Bank Holiday
Christmas Eve (substitute day) Christmas Day (substitute day) Boxing Day

Eligible on the date of hire.

Community Service

Hagerty provides 2 days of paid time off each calendar year for employees to provide community service to a not for profit organization.

Available to all regular full time employees.

Employee Assistance Program

Online resources and confidential consultations to help manage life's challenges. Program includes up to five in-person counseling sessions with a licensed clinician, free legal and financial services, and wellness resources.

Eligible on the date of hire.

Compassionate Leave (Bereavement Leave)

Eligibility

Compassionate/Bereavement Leave	Hagerty will provide paid time off to grieve the loss of immediate family members (parent spouse, civil partner, and child/sibling of the employee).	Eligible on the date of hire.
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Compensation/Pay

Compensation	Employees are paid monthly, on the last working day of each month	Eligible on the date of hire.
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Annual Incentive Bonus	This annual bonus is a percent of your annual earnings and based on performance in personal and company goals.	Eligible on the date of hire.
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Growth Mindset

Eligibility

Hagerty U	Our main learning platform which provides experiences, trainings and forums that cultivate individual and organizational learning. Employees can participate in over 60 different programs that support their development in role-specific skills, collector car knowledge, core business practices, insurance, leadership and personal well-being.	Eligible on the date of hire.
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LinkedIn Learning	LinkedIn Learning is an educational platform that helps you discover and develop a variety of skills through expert-led course videos. You will have access to extensive, personalized, bite-sized video-based learning 24/7 to support your personal and professional growth.	Eligible on the date of hire.
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Tuition Assistance	Hagerty will reimburse an employee for up to 1,500 pounds of tuition expense per year. Classes must be pre-approved and the employee must earn a minimum of a 'B' for reimbursement. This is a taxed benefit and approved application is required.	First of the month following 30 days of full time employment.
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Additional Benefits

Eligibility

Overdrive	Our company recognition program, where managers and peers give points and shout-outs based on high performance in our core values. Points can be redeemed for gift cards, Hagerty swag and more.	Eligible on the date of hire.
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Referral Program	Hagerty is always looking for good people to join our talented team, and you can help. If you know someone who would be a good addition to Hagerty, you may be awarded a referral bonus of €500.00 if you refer a candidate and they are hired. Team members must refer candidates through the team member referral process in Workday. Please reference the Referral Program on Gearbox for further details.	Eligible on the date of hire.
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Car Seat Program	Hagerty provides new team member parents with a \$150 reimbursement towards a car seat. This is a taxed benefit.	Available to all regular full time team members
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