

additional benefits

Annual Leave

You are entitled to up to 25 days holiday each year based on length of service, pro rated for part time employees

Dental Plan

You can take advantage of special discounted rates with Denplan

Eye Tests

Take advantage of a free eye test every 6 months at Specsavers

Employee Assistance

Free and confidential service available 24/7 for you, your family and those close to you

Childcare Vouchers

Purchase your childcare vouchers through payroll to take advantage of tax and national insurance savings

Staff Store, Salon & Fitness Centre

Make the most of these facilities located at The Office and The Base, with fantastic rates and offers

Notes

This data is based on HR records as of 20th August 2007. Please note that every effort has been made to ensure the accuracy of this statement.

VHols employees may be eligible to participate in the benefits stated above, subject to the individual schemes' terms and conditions which may be reviewed, improved, changed or withdrawn.

The valuation of your benefits (other than salary) is intended to illustrate the total value of your package and should not be used for any other purpose.

Further details on VHols benefits and qualifying periods can be found on the HR intranet site: <http://svholsintranet/hr/EmployeeBenefits>

Staff Travel

Fantastic industry renowned concessions including 7 flights on the VAA network, upgrades, VHols package discounts or accommodation only, Cargo allowances, ancillary discounts and many more concessions... including your Priority Annual Free Trip after 5 years service!

Lifestyles

Make sure you and your family are taking advantage of offers from other Virgin Companies and a selection of high street/ on-line retailers by registering for Tribe and Perkz

Parking

As a Virgin Holidays employee you are entitled to either subsidised parking at a local NCP or free parking at the Galleria

Educationals

In your position you also benefit from various FAM trips to VHols destinations

Travel Consultants (Sample data only)
c/o Virgin Holidays

Dear Travel Consultants

more than just lolly

I expect you know your salary...but Virgin Holidays investment in you doesn't stop here!

We all know that Virgin Holidays is a great place to work with a fun and can do attitude, but have you ever considered the value of all the additional benefits and rewards that you receive working for Virgin Holidays which significantly enhance your total reward package?

The enclosed total reward statement outlines the value of individual benefits that make up your current package and will hopefully remind you of other benefits you could take up, such as pension and private healthcare. It also outlines some of the additional benefits which you are eligible for, including staff travel. If you have made use of your flight concessions over the last year, think how much this would have cost you at full fare!

I hope that you find this useful and a reminder that at Virgin Holidays we invest a lot in you outside of pay. It's amazing how it all adds up if you take advantage of everything on offer...!

Kind regards,



Amanda



your cost benefits

Salary

Your annual salary at 20th August 2007 is **£12,682.00**

Shift Pay

Your total shift pay allowance received August 1st 2006 - 31st July 2007 was **£1,509.00**

Sales Centre Incentive Scheme

Under this incentive scheme from August 1st 2006 - 31st July 2007 you earned **£7,200.00**

Airshare

The value of profit share you received for 2006/7 financial year was **£253.64**

Annual Recognition Awards

In recognition of excellent performance over 2006/7 financial year, you were awarded a Platinum Recognition Award, equivalent to **£500.00**

Pension Scheme*

The company contributes 10% annually to your pension scheme: **£1,268.20** (in addition to your benefit from tax and NI savings on your contribution %)

Medical Benefit Plan*

The premium for your private health insurance with Single cover is **£333.83**

Spouse & Dependant Benefit*

The annual company premium for you for this pension is **£79.00**

Income Protection Insurance*

The annual company premium for you for this cover is **£153.45**

Life Assurance*

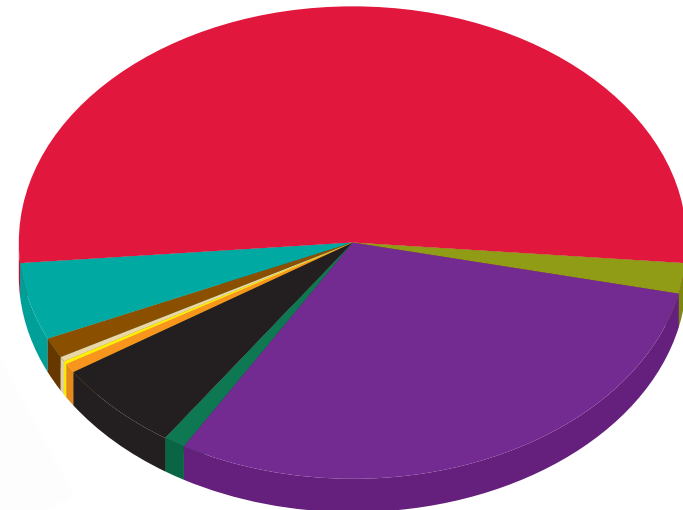
The annual company premium for you for this cover is **£49.21**

your benefits explained

■ Salary	£12,682.00	■ Spouse & Dependant Benefit	£79.00
■ Shift Pay	£1,509.00	■ Income Protection Insurance	£153.45
■ Sales Centre Incentive Scheme	£7,200.00	■ Life Assurance	£49.21
■ Airshare	£253.64		
■ Annual Recognition Awards	£500.00		
■ Pension Scheme	£1,268.20		
■ Medical Benefit Plan	£333.83		

Total reward: £24,028.33

Plus 7 FOC flights, PAFT and other additional benefits summarised overleaf.



* Certain benefits have a qualifying period - please refer to your benefit schedule for further information, which can be found on the intranet: <http://svholsintranet/hr/EmployeeBenefits>

