

# 12

## REASONS TO WORK FOR QA

# 1

### QA IS A COMPANY WITH VALUES

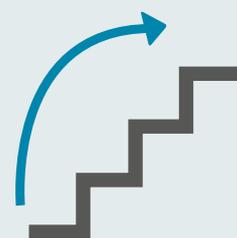
We live by our corporate values of Integrity, Commitment and Service. This gives all QA employees a common way of working, which in turn ensures that we always deliver a high quality service to our customers.



# 2

### LOTS OF CAREER-ADVANCING OPPORTUNITIES

As a growing organisation (we have grown revenue by over 300% in the last decade), there are always new challenges and opportunities just around the corner, making QA an ideal place for ambitious and hard-working individuals with a will to succeed.



# 3

### PROUD TO BE THE BEST

You will be part of a high quality organisation (Sunday Times Best Employers 'One to Watch'; three time winners of Apprenticeship Programme of the Year 2012, 2013 and 2014; listed on the Sunday Times Profit Track top 100 companies in 2013 and 2014).



# 4

### THE POWER OF LEARNING

As a training company we are passionate about the power of learning so, beyond any development training, we grant a minimum of three extra training days a year for you to learn a subject of your choice from our core curriculum.



# 5

### WE GET THAT DOWNTIME IS IMPORTANT

We know that in order to work hard, you need time to rest and refuel – that's why we offer a generous holiday allowance of 25 days per year, increasing to 28 days after five years service. Just before the start of the holiday year, you can also make an application to buy up to five days additional leave.



# 6

### WE OFFER INSURANCE COVER AND SECURITY

We offer a life assurance benefit of four times basic salary and, after one year's service with the company, you can join the Company's Group Income Protection Scheme and the voluntary medical insurance scheme (the latter carries a cost). We also have a Company Pension Scheme for all employees, which includes a company contribution.



# 7

## WE ASSIST YOU WITH YOUR FAMILY COSTS

You can apply for childcare vouchers, which save you the cost of tax and national insurance.



# 8

## WE HELP YOU TO BE HEALTHY EMPLOYEES (IF YOU WANT TO BE)

With discounted gym membership rates, and The Cycle to Work Scheme which gives you the opportunity to buy a bicycle with tax discounts.



# 9

## WE KNOW THAT TRAVEL CAN BE EXPENSIVE

So we offer interest-free season ticket loans up to the value of £4,999 to help with up-front public transport costs (following successful completion of your probation period).



# 10

## WE SHARE SUCCESS

On top of our competitive remuneration packages we have, in the last two years, paid over £300,000 annually in discretionary bonus packages to team members who are not in commission or bonus schemes.



# 11

## A COMPANY THAT CARES

All employees that have successfully completed their six month probationary period are eligible to request two days per year charity leave. As long as it is for a registered charity, employees can take advantage of two days leave at full pay. QA will also double any sponsorship money raised up to the value of £250.



# 12

## WE WANT YOU TO TELL OTHERS

We operate an employee referral scheme, so if you introduce a friend or colleague to the company, and they join and successfully pass probation, you will receive up to £1,000.

