

Employee Assistance Program (EAP)

FSC provides help to employees with all aspects of their life - physical, mental, social and financial. This includes free counselling for our people and their families.

Wellbeing subsidy/reimbursement – 1K4W

You can claim back up to \$1,000 per calendar year towards items that help your health and wellbeing. FSC relies on each person's judgement to use the subsidy for the spirit it is intended.

Social Events, Lunches & Team Days

Active Events e.g. Corporate Triathlon and Melbourne Marathon

Travel insurance

FSC has a travel insurance policy that covers both work and personal travel. It applies to you and your immediate family and is comprehensive.

Overtime for Site Work

Salary Sacrifice Program

Did you know you can use salary sacrifice to pay pre-tax dollars for certain tax-deductible items, other than superannuation contributions? Depending on your situation*, this can be very tax-effective and save you \$\$\$! Other items that can be salary sacrificed are as follows:

- Portable electronic devices e.g. laptop, phone, camera etc (one per year)
- Other items under the otherwise-deductible rule e.g. employment-related training

Novated leases

FSC can help set up a novated lease for your car

Bonus program

Flat structure, access to leaders

Birthdays

Come to the office on your birthday, and we will take you and a couple of your workmates to lunch! In addition, please let us know which of our three charities you would like a \$20 donation made to on your behalf.

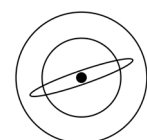
Charitable giving

Our last round of donations went to Beyond Blue and the Salvation Army Career starters participant (refugee internship program). We also make birthday donations on your behalf, as referred to above.

Carbon Neutral

BlueSky initiative funding

Monthly innovation workshops



Collaboration opportunities

Work180 endorsed employer

Training & conferences

LinkedIn Learning

You can select courses relevant to your current role in areas like Business, Technology and Marketing. You can also pursue other passions! With courses on financial literacy, social media, even drawing and music theory, you'll be able to grow and develop in the areas you care about both at and outside of work.

Recruitment Referral Incentive Scheme

We need your help to bring awesome people into our company - if you recommend someone and they end up working with us, we will reward you with \$2,500-\$7,500.

Mentoring & access to everyone

Professional memberships

FSC will pay for one professional membership per year, this could be your Engineers Australia membership or another suitable professional organisation. Just upload your receipt into Harvest or Total Synergy and we will reimburse you in the next payment cycle.

Lunch & Learn sessions

Certified Great Place to Work[®]

Employee share plan (by end of 2022)

