



# Perks at Work Handbook

*We partner with 70% of Fortune 1000 companies to help their employees feel valued, cared for, and recognized.*

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**Perks at Work**

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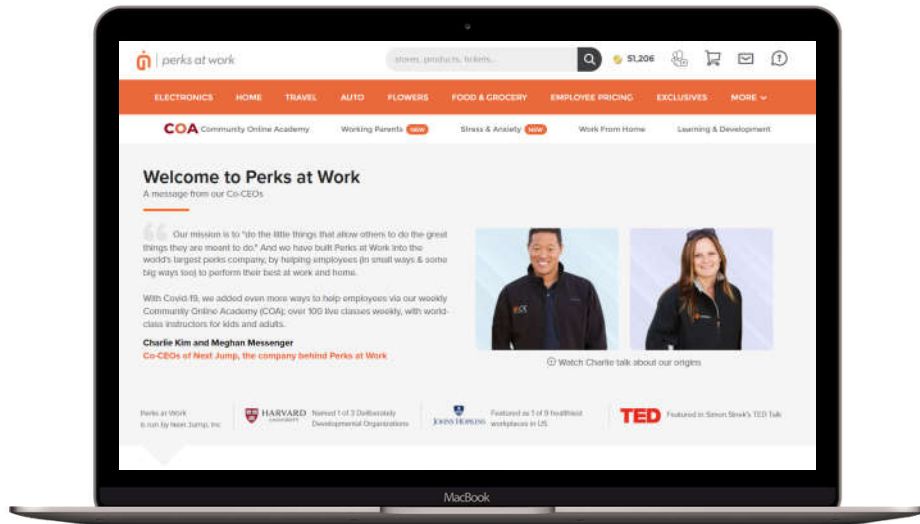
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# WHO IS NEXT JUMP?

A tech company with a mission to improve workplace culture

“87% of employees worldwide are disengaged. The two most 2 most lacking employee experiences:  
**1. Career growth and development** ranked last, followed by **2. Feeling cared for, valued and recognized**” GALLUP

To help employees feel **cared for, valued & recognized**, we created Perks at Work



To help companies support **employee growth & development**, we share our own programs & apps

Our suite of workplace apps for feedback, coaching, and recognition



Next Jump was named 1 of 3 Deliberately Developmental Organizations by Harvard



Next Jump featured as 1 of 9 healthiest workplaces in US



Next Jump is featured in Simon Sinek's TED Talk as the company that doesn't fire employees

# We work with 70% of the FORTUNE 1000

Leverage our industry experience to increase employee engagement

## 15+ Years of Service



## 10+ Years of Service



## Last 10 years



Next Jump was founded in 1994 as a coupon book business. Over the past 26 years, we have grown to be the leading employee perks and discounts provider in the world with Perks at Work.

Our experience working with companies across all industries gives us a bird's eye view of benefits and total rewards that feed back into our platform.

Being a tech company, we are strategically structured to adjust the program to meet clients' needs. At scale, we are able to use the power of our network to build a platform that goes beyond discounts.

“Great benefit programs for us only get to 60% engagement, most are single digits. The fact that Perks at Work has 97% of employees registered is incredible” – Brian Harty, Head of Benefits at Fidelity Investments

# WHAT IS PERKS AT WORK?

Perks at Work is an employee only platform which gives members exclusive access to thousands of perks... to live a BETTER & HEALTHIER life



## Employee Pricing

Access best-in-the-market pricing, better than Amazon or anything on the open market, provided exclusively to employees



## WOWPoints

Earn loyalty currency through online shopping or company recognition, and redeem just like cash on future purchases



## COA Classes

Every Thursday, sign up for free on Community Online Academy, with hundreds of classes for adults and kids from world's best instructors



## Culture Apps

Become better decision makers – our apps help by making it easy to give & receive feedback and recognition to their peers

# How Good Are The Savings?

 Employee Pricing

Perks at Work helps employees' paychecks stretch farther in two ways:  
Employee Pricing and WOWPoints

We have better than public pricing in over 26 categories, meaning the price you find on Perks at Work is better than anywhere else in the market. (Pro Tip: Look for our orange "Employee Pricing" tag to find these offers!).

On top of our discounts, brands also help fund WOWPoints to add more value to their offers. WOWPoints work like cash back; you earn them on every purchase, and then can spend them on future purchases across the site. 100 WOWPoints = \$1 and they never expire.

The best way to discover our discounts is to login yourself and explore!

## Sample Categories and Savings



### VACATIONS

Priceline, Expedia, Vacation Rentals

Up to 25% off



### ELECTRONICS

Samsung, Lenovo, HP, Sonos

20-70% Off



### APPAREL

Macy's, Adidas, Kate Spade

15% Off



### RECREATION

Theme Parks, Concerts, Movies

Save \$10-40 per ticket



### CAR BUYING

TrueCar, Carvana

10-15% Off



### HOME

GE Appliances, Philips, Overstock

20% - 35% off

## Example Employee Pricing with Perks at Work

### ROSETTA STONE Employee Pricing Program

- Savings: \$50 off Lifetime Subscription
- 24 languages supported
- Works on multiple devices (up to 5)
- Kids friendly version
- Cheaper than Amazon (by \$50) and Best Buy (by \$50)

(Example savings as of Jul 02, 2020 (at 04:30 PM EDT))



#### Lifetime Membership - Subscription

Amazon Price

**\$199**

Employee Price

**\$149**

WOWPoints Earned

**745**

Additional \$7 in savings

Total Savings

**\$57**

# Community Online Academy

Courses fostering wellness, learning, and fun for kids and adults. Both live and on-demand.

COVID changed everything. When our company shifted to working from home, we wanted to make sure our employees were still able to take advantage of their usual fitness, learning & development, and childcare perks. That same week, we held our first Community Online Academy (COA) with Next Jump employees. We quickly expanded to our Perks at Work network and have seen tens of thousands of employees join us each week since. There are two tracks: one for kids and one for adults. Allowing employees to develop themselves, and keep their kids engaged with fun courses and the opportunity to socialize with other kids in a safe environment.

Perks at Work's COA offers **live courses online every Thursday** taught by world renowned instructors. Plus, take advantage of our video hub and create playlists to catch up on your favorite content.

**New to COA: Kids Club.** From the start of the pandemic, our kid's courses have taken off as working parents have struggled keeping kids entertained and learning while social distancing. COA Kids Club is a flexible after school program designed to supplement what kids will miss most in school this fall. It combines virtual enrichment programs with a purposeful approach to building meaningful friendships, so our children can overcome the challenges of COVID together as a team.

MARK YOUR CALENDAR  
**COA is EVERY Thursday**



Classes are free to attend but require a reservation. Reserve your spot with your Perks at Work account



#### Every Thursday

COA happens every Thursday 9-6 pm EDT



#### Kid & Adult Tracks

There are 2 tracks of courses, one for adults, one for kids



#### Live Sessions

Courses are live with zoom room



#### Real-time Feedback

Give feedback to the instructor after each session to help them improve.



#### It's FREE!

It's free for all Perks At Work members

# Perks at Work

What is included in the platform?

- ✓ **30,000 national & local employee discounts** are on the platform. Over 20 different categories ranging from Electronics, Home Appliances, Food & Groceries, Car Buying, Travel (including vacation home rentals), Fitness, and more
- ✓ **Free access to Community Online Academy Courses** for children and adults in Fitness, Learning, & Development
- ✓ **Each employee can invite up to 5 friends & family to join** share the savings with friends and family
- ✓ **Make it your own** and promote company affinity with the ability to add company branding including a logo and color scheme. You can even customize collateral to share branding in our Communication Center
- ✓ **Perks Management** using our publishing tool, you can integrate your own internal offers into Perks at Work, and highlight relevant perks as Perks That Matter exclusive for your employees
- ✓ **Admin Reporting** monitor program usage with an admin dashboard, and pull ad-hock reports as needed using our admin center

# Most Common Question

Why is this available at no cost? What is your business model?

## MERCHANT RELATIONSHIPS

We work with thousands of merchants to negotiate exclusive savings for the Perks at Work platform. Our private, password protected network allows us to provide discounts that can't be found anywhere else on the market.

logitech

Lenovo

Walmart  
Save money. Live better.

Rosetta Stone

BEST BUY

Microsoft



NEXT JUMP – PERKS AT WORK

## HR & BENEFITS TEAMS

Companies across all sizes and industries struggle with the same challenges when it comes to managing company perks and discounts. Our industry expertise can help you run a program employees are excited to join.

Bank of America



Insperity



TESLA

pwc

PayPal

We are uniquely positioned to facilitate relationships between our merchant partners and our clients. Merchants pay us a commission from the purchases made through Perks at Work because we provide merchants exclusive access to employees in their target market. What does this mean? We only make money when employees use our perks. This means that we are incentivized to build a platform where employees will find value, all while taking the burden off of employers to manage B2B relationships.





# More Common Questions

Frequently asked questions as organizations get started

## How is Perks at Work available at no cost?

We used to charge each client both an implementation fee and an ongoing service fee. But overtime, we've scaled our technology and built up a robust network of merchants. Now we can offer Perks at Work at no cost because we make a small merchant transaction fee (paid by the merchant) for every purchase. For paid packages, it's important to us that fees help fund better things for employees like high tiered discounts, 5 STAR memberships, Concierge Services.

## Can I suppress a competitor that is a Perks at Work merchant partner?

Yes, you can suppress any offer that may compete with your business. Just share with us the brands you would like to suppress, and we can do that for you.

## What do we do if an employee has a question?

At any time, if an employee has a question, they can reach out to our in-house customer service team. We have a Help Center on Perks at Work that guides employees through FAQs, as well we have chat implemented on some of our site pages for live assistance.

## What reporting is available?

Reporting is available with all Enterprise packages. Standardized monthly reports on usage, registration, and top categories are generated monthly. We also have ad-hoc reports that can be run for any time period, looking at usage, registration, and your exclusive offers. Any internal offers or perks that are integrated into Perks at Work have reporting.

## Do you have a list of all the discounts on the website?

We have over 30,000 offers on the platform and a listing can be viewed by category and/or all offers appear in search. If you are looking for a particular merchant, just ask us. We also have a sample listing of Top 100 discounts which you can request to view.

## What are WOWPoints?

WOWPoints are the loyalty currency on Perks at Work. Points are earned when you make a purchase and are a bonus on top of any discount received. WOWPoints are typically funded by our merchant partners and provide extra value to our customers. WOWPoints are worth \$0.01 (100 points is worth \$1), and as you accumulate points you can spend them most merchants on the site, with no black-out dates or restrictions. Some employers also fund WOWPoints into their employees' accounts for their rewards & recognition programs.

# Next Jump / Perks at Work Security Summary

We consider data protection to be a business imperative and social responsibility. As a trusted data controller for over 70% of Fortune 1000 companies, we take protection of our client's data very seriously. Below is our data protection and IT security summary:

Policies	We maintain a comprehensive portfolio of policies that address Acceptable Use, Information Classification, Information Disposal, Privacy, Password Practices, Record Retention, Mobile Computing, Access Control, Business Continuity Plan, Encryption, Firewall Management, Incident Response Plan, Information Risk & Compliance, Backup Practices, Remote Access, Workstation & Server Security, Change Management and the Development Lifecycle.
Practices	Practices include centralized logging, application & network penetration tests, quarterly network vulnerability scans, documented operational procedures, internal reviews, disaster recovery planning, change management, quality assurance, information backups, document shredding, incident response, application security reviews, background checks and security monitoring.
Technologies	Implemented security technologies include perimeter firewalls, database firewalls, web application firewalls, intrusion detection systems, managed security services, data encryption, high availability architecture, electronic vaulting, highly secured collocation facility, strong authentication, file integrity monitoring, network segregation, network operations center, anti-spam appliances and anti-virus protection.
Awareness & Training	At Next Jump, all staff are trained regularly, including company-wide awareness training, new hire training, quarterly security emails and content specific training programs. Security professionals maintain advanced degrees in Information Assurance and industry certifications including Certified International Privacy Professional (CIPP), Certified Information Systems Security Professional (CISSP), Certified Ethical Hacker (CEH), Security+, and Certified Cisco Network Administrator – Security (CCNA-Security).
3 <sup>rd</sup> Party Reviews	We employ third parties on a regular basis to audit our environments and programs. Third party reviews include annual PCI assessment and weekly/quarterly scans of our network infrastructure. Clients are also encouraged to conduct independent assessments of our security operations and infrastructure.
Compliance	As a Level 1 Service Provider and Level 2 Merchant, we maintain full compliance with the credit card security requirements established in the Payment Card Industry Data Security Standard (PCI-DSS). Next Jump is registered with the UK Information Commissioner, under the Data Protection Act 1998, as a data processor and data handler with registration number <a href="#">Z9693185</a> .
Privacy	Next Jump is committed to protecting all user's privacy. We do not sell any data to 3 <sup>rd</sup> parties. Our privacy policy and practices can be found at <a href="http://www.perksatwork.com/privacy/index">http://www.perksatwork.com/privacy/index</a> .