

**COMPARISON OF BENEFITS BETWEEN EMPLOYEE, ASSOCIATE AND CONTRACTOR**  
(effective as at May 2015)

	Permanent Employee	Associate	Contractor
Optimization remuneration package (base salary and if applicable incentive)	☑		
Hourly or daily rate		☑	☑
Interesting work/projects with top brands and clients	☑	☑	☑
Option to participate in Optimization Group staff benefits programme	☑		
Participation in Optimization Group staff recognition programme	☑		
Investment in Learning and Development opportunities (attendance at courses/conferences etc)	☑	☑	
Attendance at overseas conferences and training courses	☑		
Professional body membership	☑		
Dedicated manager for wellbeing/service reviews/development	☑	☑	
Performance review/Service review and Development planning	☑	☑	
Participation in Optimization's practices:			
- Access to Optimization Group career frameworks	☑	☑	
- Access to Optimization methodologies	☑	☑	
- Participation in Optimization Professional Practice meetings and knowledge share	☑	☑	
- Participation in specialist presentations	☑	☑	
- Access across all Optimization Professional Practices	☑	☑	
Participation in Optimization Group staff meetings	☑	☑	
Participation in staff social events, team building events, health promotions e.g. Xmas party, summer shape up programme	☑	☑	
Access to quality tools to do job eg. Hi-spec mobile phones, laptop, software tools	☑	☑	