



*attention.
always.*

EMPLOYEE BENEFITS

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First off, we would like to thank you for considering Aspire Systems as your future place of work!

We consider people to be an invaluable asset to our organization, and we make every effort to offer our Aspirians additional non-wage benefits to ensure their happiness and satisfaction.

In this document, we would like to give you an overview of the employee benefits you will receive upon getting onboard. Also, we think it would be great for you to get to know the company before you become a part of it!



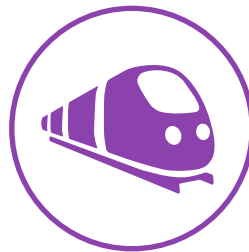
LEARN LANGUAGES

We conduct English classes to help you improve your English language proficiency free of charge. It is not mandatory but attending the classes will help you communicate effectively with clients, colleagues from different locations, and all members of the management team.



PIZZA MEETINGS

To those who wish to learn more about our clients and the ongoing projects and are constantly in the mood for a pizza, our Pizza meetings are the best hangout spots.



SHARE KNOWLEDGE MEETINGS (SKMs)

SKMs are yet another key forum to learn and share your knowledge with peers. We have SKMs every week when a few of our peers share their learning.



ATTEND EXTERNAL EVENTS

We love to take part in conferences and meet-ups. If you are attending an external event, you can use an extra 2 days without the need to take leave. You can also get company's assistance for the travel expenses.





ASPIRE POWER CLUB

Feeling competitive? We have several sports teams you can join, e.g., basketball and futsal (indoor soccer). They have training sessions once a week.

If you are a devoted cyclist and would like to ride to work every morning, you can get your own locker and use the shower in the office.

We also have a very active runners' team. They take part in training sessions with a professional coach and represent the company in city runs.



ASPIRE LIBRARY

Inclusive learning is one of the core values at Aspire. We believe that learning helps Aspirians develop into well-rounded individuals capable of taking care of themselves and others around them. And as reading is an integral part of the learning process, we have a well-stacked library to which we add new books every now and then. Often, you can find an Aspirian spending time at the library poring over the books with a hot cup of coffee in their hand.



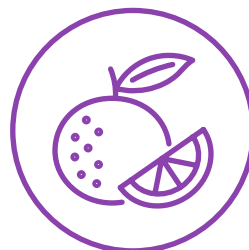
MIND SPA

Mind Spa is our inhouse counselling programme. If you are stressed and feel the need to speak to someone about your problems, you can connect with the counsellor. You will be entitled to a free appointment once a month.



HEALTH & LIFE INSURANCE

We take good care of your health and that of your family. If you fall ill or need a general health check-up, we'll help you get to the doctor's super-fast with the medical insurance. The life insurance is to help you go through any tough time.



FRUIT MONDAYS

To give you a vitamin boost every week, on Mondays we provide you with fresh fruit or fruit juice.





TEAM HANGOUTS

At Aspire Systems, we have it at heart that one feels best in a team that likes to hang out.

In spring and autumn, we organize team hangouts. You can choose whether you want to play snooker, solve puzzles in escape rooms, have a paintball fight or simply have a glass of beer with your teammates.

We love to celebrate, so every reason is a good reason. Birthdays, weddings, graduations, new babies, new colleagues, we never miss out on anything!

In December every year, we have the Star Trek Christmas Party, during which we celebrate our achievements and have fun. There is also an outdoor party in the summer.



ENTERTAINMENT AT THE OFFICE

We are team that loves to work hard and play harder. We have some indoor games such as darts, foosball, xbox and massage chairs that our Aspirians can quickly play to relax and recharge amidst their busy schedules.



E-PULSE

Employee Pulse is an employee satisfaction study that is done on the second Wednesday of every month. Here, you can share your feedback on your level of satisfaction. We will try to help you out with any concerns that you may have.



PERSONAL DEVELOPMENT BUDGET AND OR CONFERENCE BUDGET

Aspire encourages its employees to pursue industry-specific certificate programs, by offering them a yearly education sponsorship of 1500 PLN. The amount can also be utilised to attend external events or conferences for professional development.





AWARDS AND APPRECIATIONS

Special awards

Throughout the year, you can receive a lot of different awards, as recognition for your work. Role Star is an award for those who go beyond the 'call of duty' to handle a situation. Another key award is Star Gladiator. It is given to individuals who have gone beyond their duty to overcome a crisis, save the credibility of the organization, strengthen our relations with a client, deliver extraordinary results or contribute to business growth.

Also, if you stay with us for a long time, you will receive the Long Service Awards for 5, 10 or 15 years at Aspire. During the Star Trek Christmas Party, the winners of the League of Geeks get special prizes for their remarkable achievements. We also honor the best performing teams and individuals with our annual awards during the celebration.

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Kudo awards

This is a special reward that colleagues give to each other. If a colleague has given you a helping hand and you want to say 'thank you' or you wish to compliment or congratulate anyone, you can give that person a Kudo. Write what you are grateful for on a special card you'll find in the kitchen and put it in the Kudo box. Anyone awarded a Kudo is mentioned on Slack and gets a gift – you can choose a cinema ticket or a lunch voucher.

League of Geeks

League of Geeks is our gamification platform. Its main aim is to have fun and to develop your geeky skills. We have five different categories: Writing, Knowledge Sharing, Cooperation, Creativity and Fitness. You can gain points, called geek experience points (GXP), for certain activities and contributions to any of the categories.

