



An introduction to

**MY F5**

**REWARDS**



# Need help?

The F5 Network helpdesk **0203435782**  
or [Helpdesk@mercermarshbenefits.com](mailto:Helpdesk@mercermarshbenefits.com)

For more complex questions regarding the  
benefits email [Benefits@myf5rewards.co.uk](mailto:Benefits@myf5rewards.co.uk)

Reward Centre - Work - Microsoft Edge  
https://ssl.perquisite.net/RewardCentre/M/RC#/Help

**MY F5 REWARDS**

Home Benefits

**Help and Support**

Help Centre Help Guides Benefit Information Frequently Asked Questions Contact Us

### Help Centre

**Life Cover**

Farid is in his mid twenties, living at home with his parents and with no dependents.

[View All Benefit Videos](#)

**FAQs**

Find the answer to all your questions about how to use Darwin.

[Find out more](#)


**Benefit Information**

Access all the information available about the benefits you have as well as those you're eligible to select.

**Contact Us**

Access information about who to contact, should you require further support.

Feedback

Benefits when you join F5	Additional benefits you can select in your first enrolment window	Additional benefits available in the annual election window
Life assurance	Dental insurance	Employee & partner health assessment
Private medical – single cover	Private medical – family cover	Purchase additional holidays
Critical illness	Gym membership rebate	Technology purchase scheme
Pension	Extended leisure travel cover	Tuition allowance
Business travel insurance	Additional pension contributions	Additional contributions into employee share purchase plan
Employee assistance programme		Fuel card trading (if qualifying)
BenefitHub		
Emergency back up cover		



# My Health

Critical Illness  
Private Medical Insurance  
Dental Cover  
Health Screening  
Gym Membership  
Employee Assistance  
Programme

# My Wealth

Income Protection  
Shopping Discounts  
Pension  
Life Cover  
ESPP



# My Benefits

Travel Insurance  
Emergency Backup Care  
Buy additional Holidays  
Computer Scheme  
Tuition Assistance



# CORE BENEFITS PROVIDED UPON JOINING F5



## CRITICAL ILLNESS COVER (CORE)

P11D Benefit

- Provided by Canada Life
- You are automatically covered when you join F5 for a lump sum benefit equal to 1 x your basic annual salary.
- Pre-existing medical conditions are excluded
- You can opt out if you wish



## PRIVATE MEDICAL INSURANCE (CORE & FLEX)

P11D Benefit

- Cover provided by BUPA
- Virtual GP access – Babylon
- You can add spouse and dependents either from your flex fund or direct from salary
- You can opt out if you wish
- Pre – existing conditions covered
- £100 excess per policy year



## EMPLOYEE ASSISTANCE PROGRAMME (CORE)

- Provided by Health Assured Ltd.
- Up to 12 face to face sessions with a local councillor.
- **Strictly confidential** – your identity and anything you discuss remains anonymous.
- No outpatient fees or excess.





## INCOME PROTECTION (CORE)

- Cover provided by Generali.
- 75% of basic salary less a fixed amount equal to the state benefit.
- Automatically covered.
- Benefit payable after 13 week deferment period.
- Benefit payable until return to work or state pension age.



## LIFE COVER

- Cover provided by RAM
- No action required to join
- 4 x basic salary
- Paid subject to Trustee discretion
- Ensure you complete an up to date nomination form accessible from Darwin



## PENSION (CORE AND FLEX)

- Group Personal Pension provided by Aviva
- You contribute 6% which is matched by F5
- Charges are 0.32% AMC
- F5 rebates 50% of employer NI savings (6.9%)
- Default for any unused flex allowance



## SHOPPING DISCOUNTS

- Provided by BenefitHub
- Access to over 2,000 retailers.
- Up front discounts or cash back.
- Retail voucher scheme.
- Available on iPhone and Android, so you can access your employee discounts quickly when you need them with a mobile app.



## TRAVEL INSURANCE

- F5 will automatically cover you for any business travel you undertake but you can also select individual leisure travel from your flex allowance.
- Leisure travel cover offered by Pen Underwriting
- Can customise travel options to include Worldwide or European cover including or excluding winter sports



# BENEFITS YOU CAN SELECT IN YOUR FIRST ENROLMENT WINDOW



## DENTAL COVER (FLEX)

P11D Benefit

- Provided by Simply Health Professional
- Reimbursement towards your dental costs up to certain limits
- Use any dentist, private or NHS
- No oral health check required
- 6 cover levels available
- Extend to family members if you wish



## GYM MEMBERSHIP (FLEX)

- You can use your flex fund to cover the cost of gym membership.
- Choose any gym that suits you.
- It can cover joining and ongoing fees.
- Join your preferred gym then submit your invoice to HR.





## EMERGENCY BACKUP CARE (FLEX)

- Service is provided by Bright Horizon.
- Cover for childcare or dependent adult care.
- Up to 10 days cover per employee per year.



# BENEFITS AVAILABLE AT THE ANNUAL ELECTION WINDOW ONLY



## HEALTH SCREENING (FLEX)

P11D Benefit

- Regular tests and examinations that will give you an overview of your current health, together with a personalised health report.
- Assessments to help identify any potential areas of concern and to provide personalised advice on how to maintain a healthy lifestyle.



## EMPLOYEE STOCK PURCHASE PLAN

You can use part or all of your flex allowance to purchase additional F5 shares with the ESPP program.

To learn more about the plan visit

<https://f5.a.guidespark.com/videos/29431EE's>



## BUY ADDITIONAL HOLIDAYS (FLEX)

- Use your flex allowance or salary to purchase additional holidays.
- Up to 5 additional holidays permitted subject to certain limits.



## COMPUTER SCHEME

- The computer scheme lets you spread the cost of purchasing technology like laptops or tablets over 24 months, interest free, paid directly from your salary.
- Choose from a range of tech products such as Apple and PC based products including desktops, laptops and tablet PCs and HD TV's.



## TUITION ASSISTANCE (FLEX)

- Allows you to use your flex allowance to pay for study for professional qualifications outside of those supported by F5.
- You can use all or part of your flex allowance towards reimbursement of your tuition fees.



## FUEL CARD TRADING (FLEX)

- Trade in your fuel card in exchange for additional flex allowance.
- £1,200 additional flex allowance to spend on benefits or contribute to your pension.





### COMMUTE ALLOWANCE (FLEX)

- Have the option to put part of their flex allowance towards commute allowance and will be able to select only between 3 thresholds - £ 20, £30 or £40 per month.
- This allowance will be paid to ee's on a month basis via payroll (same as Gym membership)
- Only Office based and hybrid contract employees will be eligible for commute allowance. Home based workers or Virtual workers will not be eligible for this allowance



# WHAT YOU NEED TO DO NEXT

- Your election window is open until the **21st of the month**
- When you have finalised your selections, make sure to **confirm** before the deadline



## PLATFORM

The F5 Network helpdesk on  
**02034357828** or email  
**Helpdesk@mercermarshb**  
**enefits.com**

## BENEFITS

If you have any questions regarding  
your benefits please email  
**Benefits@myf5rewards.co.uk**

