

KEY INFORMATION DOCUMENT

This document sets out key information about your relationship with us and the intermediary or umbrella company used in your engagement, including details about pay, holiday entitlement and other benefits.

Further information can be found here www.crestplus.com.
Alternatively you can call Crest Plus on 01244 684700.

The Employment Agency Standards (EAS) Inspectorate is the government authority responsible for the enforcement of certain agency worker rights. You can raise a concern with them directly on 020 7215 5000 or through the ACAS helpline on 0300 123 1100, Monday to Friday, 8am to 6pm.

GENERAL INFORMATION

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| Name of employment business: | Sphere Solutions Limited |
| Name of intermediary or umbrella company: | Crest Plus Operations Limited |
| Your employer: | Crest Plus Operations Limited |
| Type of contract you will be engaged under: | Overarching Contract of Employment |
| Who will be responsible for paying you: | Crest Plus Operations limited |
| How often you will be paid: | Weekly |

INTERMEDIARY OR UMBRELLA COMPANY PAY INFORMATION

You are being paid through an intermediary or umbrella company: a third-party organisation that will calculate candidate's tax and other deductions and then pay you for the work undertaken for the hirer. Sphere Solutions Limited will still be finding you assignments.

The money earned on your assignments will be transferred to the umbrella company as part of their income. They will then pay you your wage. All the deductions made which affect your wage are listed below. If you have any queries about these please contact us.

Your payslip may show you as an employee of the umbrella company listed below.

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| Name of intermediary or umbrella company: | Crest Plus Operations Limited |
| Any business connection between the intermediary or umbrella company, the employment business and the person responsible for paying you: | Crest Plus Operations Limited employs the candidate and is responsible for paying the candidate. |

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| Expected or minimum gross rate of pay transferred to the intermediary or umbrella company from us: | To be confirmed for each role. |
| Deductions from intermediary or umbrella income required by law: | Employer's National Insurance Apprenticeship Levy Employer's Pension Contribution Holiday Pay |
| Any other deductions from umbrella income (to include amounts or how they are calculated) | Umbrella margin of £15 per week. |

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| Expected or minimum rate of pay: | To be confirmed for each role. This will consist of Basic Pay equivalent to National Minimum Wage and if there is a surplus once company costs have been taken in to consideration this will be paid as Profit Related Pay. |
| Deductions from your pay required by law: | Employee's National Insurance Income Tax Employee's Pension Contributions (deferred for 12 weeks) |
| Any other deductions or costs taken from your pay (to include amounts or how they are calculated): | None |
| Any fees for goods or services: | There are no fees charged to the employee. Crest Plus Operations Limited retains an income from the contract sum received. |
| Holiday entitlement and pay: | Standard holiday entitlement is 28 days per annum and this is calculated as a percentage of Gross Pay, currently 12.07%. |
| Additional benefits: | Full employment benefits including holiday pay, access to a pension scheme and all statutory payments. A free comprehensive insurance package which includes personal accident and commute to work. A range of perks and discounts from our selected partners. |

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EXAMPLE PAY

| | Intermediary or umbrella fees | Worker fees |
|----------------------------------------------------------------------------------|-----------------------------------------------------------------|----------------------------------------------------------------------|
| Example gross rate of pay to intermediary or umbrella company from us: | £500.00 per week (excluding VAT) based on a 40 hour week | |
| Deductions from intermediary or umbrella income required by law: | Employer's NI £37.93 App. Levy £2.22 Holiday Pay £47.91 | |
| Any other deductions or costs taken from intermediary or umbrella income: | Umbrella margin £15.00 | |
| Example rate of pay to you: | | Basic Pay £356.40 Profit Related Pay £40.54 Holiday Pay £47.91 |
| Deductions from your pay required by law: | | Income Tax £40.60 Employee's NI £31.30 |
| Any other deductions or costs taken from your pay: | | None |
| Any fees for goods or services: | | None |
| Example net take home pay: | | £372.95 |