Welcome to the world of Lilly.

Making medicines has never been easy but at Lilly we are committed to making a difference to patient health in the 21st century.

We are looking to employ and retain talented individuals who are excited by the opportunity and challenges that lie ahead to realise this vision.

In return you will receive a competitive reward programme; opportunities to take control of your personal development and career planning and an environment that understands that you have a life outside of work and helps you find a balance that is right for you.

This brochure outlines the benefits for you of working at Lilly. To read more about the Company visit our website at www.lilly.com
My Reward
At Lilly we offer a range of benefits to help you enjoy today and plan for the future.

We recognise that no two employees have the same needs and our flexible benefits programme, LillyFlex, allows you to make choices that are right for you and your lifestyle.

Compensation
You will receive a competitive level of base pay. We have a pay for performance culture and achievement of superior business results will be reflected in your base pay over time.

Pension
Saving for a financially secure retirement is one of the most important things you can do during your working life.

The Lilly Self Invested Pension Plan (Lilly SIPP) will help you achieve your financial goals in retirement.

Lilly pays the equivalent of 10% of your pensionable pay into the SIPP. If you make extra savings we will match the first 3%—making your total retirement savings 16% for which you pay only 3%.

You can choose to save even more by making additional selections through LillyFlex.

Share Ownership
The All Employee Share Ownership Plan (AESOP) helps you build your savings and potentially benefit from the Company’s success by buying shares in Eli Lilly in a tax efficient way.

Financial Advice
Lilly understands that planning for your financial future is important. All too often this can be complex, time consuming and easily put off.

Use our on-line financial planning tools to help you take control.

To support you in reviewing your financial plans we provide a subsidy to allow you to consult with an Independent Financial Adviser.
Ill Health Income Protection

Being unable to work due to long term illness or injury can have a catastrophic impact on your income, so it is important to have protection against such an event.

Giving you peace of mind about how you and your family will be protected in the event of your illness or death will help you to contribute best to the success of Lilly.

In the event of you becoming eligible for this benefit you will receive 50% of your eligible pay (including any shift pay).

At an additional monthly cost you can increase this amount through LillyFlex to 60% or 70%.

Life Assurance

Providing your family with income in the event of your death is important.

In the event of death whilst employed at Lilly your dependants will receive a lump sum of eight times your base pay.

Through LillyFlex you can purchase more cover or sell some of your cover and receive cash back – all based on your family needs.

The value of your Lilly SIPP savings will also be used to provide benefits to your dependants.

Childcare Vouchers, Retail Vouchers, Cycle to Work, MyDeals

We know that it’s all too easy to spend your hard earned income and we are always looking for ways to help you make your money go further.

LillyFlex helps you save money with benefits such as Childcare Vouchers, discounted Retail Vouchers and the Cycle to Work scheme.

MyDeals gives you big discounts on a range of high street and online offers including retail, travel and accommodation.

When you join Lilly you will be able to view the full value of your reward package via the MyReward website. You will also be able to choose your LillyFlex options some of which have been mentioned above.

Be connected. Be inspired. Be a catalyst.

Visit lilly.com/careers
My Career

Our aim is to help you to manage your career. The support we give will help you both to manage the challenges you face when you first join and help you to prepare for your future career.

Results Driven – your performance determines your reward

At Lilly your Reward package will be influenced by how you perform.

Your performance will be assessed based on objectives set as part of an annual Performance Management cycle which is designed to link your work efforts to the priorities and business goals of the company.

Development Plans

Creating a Development Plan is a great way of planning for your future and is an integral part of our annual Performance Management process.

Your Development Plan will help you identify and achieve the short term development needs of your role and to plan for future roles you aspire to.

Development opportunities extend far beyond classroom training. You are encouraged to learn experientially through coaching, mentorship and self study.

Improving your knowledge and skills will help you grow in your current role and prepare for future roles.

Career Development

Career Development is a long-term process and at Lilly we want to help you reach your potential by providing Career Management and supporting processes available through your line manager.

Career Planning on the other hand is driven by you. Lilly provides tools and resources to help you identify your career aspirations and your development plan is there to help you grow to towards them.

Your career growth in Lilly may be in many directions including increased depth and specialism, broader skills in new areas or management responsibility.

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Educational Assistance
Continuous learning is a vital component of personal and professional growth.

Lilly will consider reimbursement of tuition fees and time off for formal training which has a direct link to the priorities of the business and the current or future job needs of the individual.

Professional Subscriptions
Lilly values the professional training and education of all its employees, and encourages all employees to achieve recognition of technical expertise externally by professional bodies.

Lilly supports these efforts by reimbursing one professional subscription per person per year.

Lifelong learning
At Lilly we encourage employees to take part in learning activities that are not directly linked to their work.

You can get a subsidy of up to £240 per year for training courses as diverse as gold-smithing and dog training – you decide!

At Lilly, no matter what path you choose, we want you to remain challenged and supported throughout your time with us.
My Well-being

At Lilly we are committed to providing you with a safe and healthy working environment. We also recognise that you have a life outside of work and that it has a significant influence on your ability to perform to your full potential. We are committed to providing a range of benefits and tools that will help you maintain both your well-being and a healthy work–life balance.

Private Medical Insurance

People’s health is at the heart of what we do. Our private medical plan gives you more choice of treatment options, helps to minimise waiting time and gain access to the latest treatments. This significant benefit is provided free of charge to employees with the option of adding family members at a cost through LillyFlex.

Health Screening

LillyFlex allows you to select a subsidised health assessment, helping you to review both your physical condition as well as your lifestyle to ensure your continued health and well-being.

Annual Leave

We believe that breaks from work are important. Lilly provide a competitive annual leave entitlement to allow employees time away from work.

On joining you are entitled to 25 days holiday rising by one day on your fifth, tenth and fifteenth anniversary with the company.

In addition to your normal holiday you can buy up to one working weeks worth of holiday through LillyFlex.

Flexible Working

Lilly recognises that, at various stages in your life, flexible working can help you to balance work with personal commitments.

Where this can be supported by business needs a range of alternatives are available including reduced hours, job sharing and term time working.
Employee Assistance Programme

There may be times when you or your family need advice on a whole range of issues.

Lilly fund a 24 hour information and counselling service which is available to Lilly employees.

This service is available 365 days a year and is totally confidential.

On Site Facilities

Each Lilly site is different but they all offer a range of services designed to make your life a little easier including cafeteria, cashpoints, dry cleaning and recreational facilities. Each site also has an active sports and social club.

Giving Something Back

At Lilly we are proud of our local links and the support we provide which includes:

- ‘Days of service’ supporting local charities, schools and other organisations.
- Charitable giving funds provided by the company and managed by a committee of involved employees to support local, national and international charitable causes.

Lilly will help you balance your well-being inside and outside work.
Disclaimer

All the programmes described by the leaflet are governed by detailed documentation and [in certain cases] external insurance contracts for which caps or limits may apply. Eligibility to receive benefits from the insured arrangements will be subject to being accepted by the Insurer.

Every effort that been made to ensure this leaflet is up to date and accurate but at times differences may exist between this leaflet and the governing documentation. In such cases the detailed documentation will override any information contained in this leaflet.

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