



L3HARRIS®
FAST. FORWARD.

GET MORE OUT OF **YOUR BENEFITS**

Rewards and benefits that work for you



U.K. CORE BENEFITS

RETIREMENT PLAN L3Harris pays 5% as standard into your pension pot and the more you pay the more we contribute (up to 7%).

Example rates and contributions:

	You	L3Harris	Total
Standard	4%	5%	9%
Additional 1	5%	6%	11%
Additional 2	6% and over	7%	13%

GROUP LIFE ASSURANCE This benefit pays a lump sum in the event of your death while you work for L3Harris.

- > L3Harris provides a core 4x annual basic salary cover
- > Opt to pay to flex up to 10x (in 1x increments).

PRIVATE MEDICAL INSURANCE This benefit provides standard single cover and allows flex up to:

- > Couples
- > Single Parent
- > Family cover

GROUP INCOME PROTECTION This benefit provides a portion of your salary as an income if you're unable to work due to disability or long term sickness.

U.K CORE SERVICES



DIGITAL GP



ASSISTANCE PROGRAMME



NHS THRIVE APP



FREE MORTGAGE ADVICE

U.K. OPTIONAL BENEFITS

L3Harris also provides an annual benefit allowance to help you build upon your core benefits package with a range of optional benefits:



HEALTHCARE CASH PLAN



EMPLOYEE CRITICAL ILLNESS COVER



PARTNER CRITICAL ILLNESS COVER



DENTAL INSURANCE



ANNUAL LEAVE BUY OR SELL BACK



LEISURE TRAVEL INSURANCE



CYCLE TO WORK



GYM MEMBERSHIP



MY BENEFITS PORTAL.

At L3Harris we put people in control of their benefits via our My Benefits Portal. You can review your benefits during each annual enrolment window, meaning you can build the package that's right for you.

MORE TO ENJOY

On top of our standardised UK benefits and services our people can also enjoy:

- > My Rewards discount voucher platform
- > RISE recognition platform for awarding performance and long-service
- > Education Assistance Programme to complete professional qualifications
- > Training and development programme and course facilitation
- > Enhanced company sick pay
- > Access to Occupational Health clinician
- > Equivalent 25 days annual leave, increasing with long service
- > Enhanced Maternity, Paternity and Adoption leave
- > Annual professional membership and subscriptions reimbursement
- > Flexible working hours and arrangements
- > Employee introduction bonus scheme
- > Free on-site parking at many of our sites

Our talent acquisition team can advise of any location-specific benefits available at individual sites.