



From location, through working environment and adjustable desks up to on-site benefits, Franklin Templeton has a lot to offer. Our modern office space is located in the city center, a five-minute walk from the train station and large shopping centers. All team recaps can be held in various areas: huddle or meeting rooms, lounge clubs, open lounges. Additionally, collaboration is easier thanks to audio-visual technology that connects Employees on a global level. You'll definitely find a space for you, as well as your ideas. Check out all the perks below.

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Wellbeing



MyBenefit Cafeteria*

- An online platform containing a range of benefits available 24/7, from anywhere in the world. Employees hired under an employment contract (umowa o pracę) can receive credit points from the Social Fund

Glasses reimbursement*

- Reimbursement of expenses for corrective glasses or contact lenses – 500 PLN every two years

Private healthcare insurance

- A range of healthcare professionals and diagnostic testing provided through Medcover
- Cover can be extended to family members (additional packages and dental packages available)
- 70% and 100% reimbursement opportunity for medical services outside of Medcover
- Yearly possibility to sign up for free flu shots and BMI measure
- Access to Back Pain Clinic
- Five (5) visits to a psychologist/psychiatrist per year

Worklife assistance program*

- Employees and household family members have access to a free-of-charge, confidential telephone or face-to-face counseling service (psychologists, tutors, lawyers or financial experts)

Multisport program*

- Employees can enroll their friends, spouse/partner, parents, family members and children (Senior card included)
- The company may participate in covering the cost of Employee's card up to 50%, and participate in covering the cost of their spouse/partner's and children's cards

Life insurance

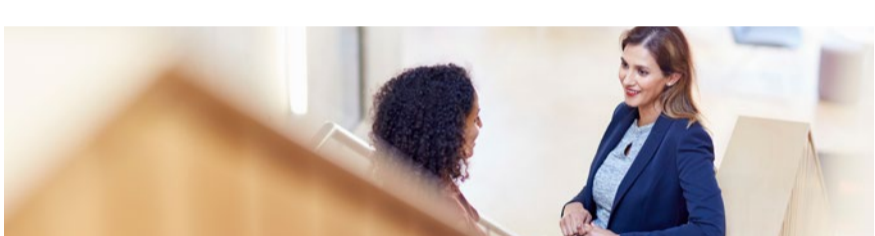
- Provided through UNUM. FT pays the premium
- Additional packages and Medical Assistance hotline available for Employees, spouse/partner and children under 18
- Attractive offer dedicated to children; travel insurance for discounted prices

Month for health*

- A month dedicated for additional activities to promote healthy lifestyle
- On-site workshops, lectures, sports events and consultations for Employees from Employees and specialists

Wellbeing platform – Virgin Pulse

- Interactive experience that helps you build healthy habits focusing on FT's five wellness pillars (physical, emotional, financial, social, and purpose)
- Free, easy-to-use wellbeing platform designed to help you to take small steps towards your goals



Growth

Development – 3 E's approach*

- Education – training classes and self-paced activities to broaden personal qualifications
- Exposure – individuals working closely together with fellow team members, learning as a group
- Experience – learning through on-the-job experiences on a daily basis

Internal transfers*

- As a company, we support Employee development whether it's within current department or other business unit. We encourage Employees to look for internal opportunities including internal transfers

Business Resources Groups*

- The primary purpose of BRGs is to enhance the understanding of diversity in the workplace, amongst our workforce, and in our broader communities

Educational policy

- A framework for Employees who desire to improve their competencies and professional skills, to apply for company sponsorship of continued education and training

Language lessons

- A possibility to participate in free-of-charge, group language lessons provided at the office (Leader's approval required)

LinkedIn learning*

- Free access to an online educational platform which helps to discover and develop skills through expert-led course videos



Supportive Environment



Company childcare

- On-site kindergarten and crèche run by KIDS&Co. for 118 children aged 1–6
- Open from Monday till Friday, 7:15 a.m.–6:15 p.m.
- Monthly tuition (bilingual program, macrobiotic meals and hygienic items included):
 - 400 PLN per kindergarten child
 - 600 PLN per crèche child

Office gym*

- Open 7 days/week, 6:00 a.m.–12:00 a.m.
- Available zones: functional training, cardio and yoga/aerobic
- Access to TV/Audio system and virtual Personal Trainer

D&I*

- FT is committed to fostering an inclusive environment where the unique backgrounds and experiences of individuals are valued

Parking

- 268 parking spots for cars, including 8 charging stations for electric cars, supporting car sharing
- 256 bike parking spots, changing rooms, showers and toilets for cyclists
- 3 bicycle repair stations

Canteen*

- Open from Monday till Friday, 7.30 a.m.–7 p.m.
- Discounted prices and selection of food with live cooking

Company events*

- Family picnic for all Employees and their families
- Carnival party
- Hackathon
- Benefit weeks



Work Flexibility

Remote work (telework)*

- Telework may be performed permanently from one place defined in the agreement

Flexible schedule*

- Upon checking with direct Leader, Employees can request flexible schedule (available in some departments)
- Flexible hours schedule allows workers to alter workday start and finish times within which all required hours must be worked

Work from home*

- Upon checking with direct Leader, Employees can request ad hoc work from home option

Personal time off

- Upon checking with direct Leader, Employees can request Personal Time Off due to personal matters. This time can be made up for by the end of the calendar month



Volunteering



Volunteer paid time off

- Employees are entitled to additional time off to participate in charity actions within our outside of the company – 8 hours per calendar year

Involved*

- Our global volunteer and charitable giving program is a fun and convenient way to share your time and talent, addressing critical needs in our local communities

Impact Days*

- June Impact Days is Franklin Templeton's global dedicated effort to donate their time, talent and skills to volunteer in projects focused on the needs of the local communities



Financial Benefits

PPK*

- PPK (provided by Nationale Nederlanden) applies to all Employees (including Interns), regardless of the form of contract
- Employees aged 18–55 are automatically enrolled in the program – unless they opt out
- Employees aged 55–70 may voluntarily participate in the program

Recognition program*

- The Recognition Program delivers timely, personalized, and meaningful recognition to the recipient or team

Car benefit

- New car with no initial payment and a fixed, low monthly charge
- Subscription fee includes car financing, full servicing, insurance and winter tires

Investments programs

- Employee Stock Investment Plan (ESIP) allows to purchase company shares at a discounted rate
- Staff Investments allows to purchase selected funds at a discounted price

Employee referral network*

- The Employee Referral Network is designed to encourage Employees to share their personal and professional connections. It's a streamlined process, with potential monetary components
- Bonus amount:
 - 1000 PLN – Intern
 - 3000 PLN – Business Specialist level
 - 3000 PLN – Professional level
 - 6000 PLN – Management level

*Benefits available also for Interns.