

Key Information Document

This document sets out key information about candidate's relationship with employment business and the intermediary or umbrella company used in the engagement, including details about pay, holiday entitlement and other benefits.

The Employment Agency Standards (EAS) Inspectorate is the government authority responsible for the enforcement of certain agency worker rights. All candidates 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: | Rullion |
| Name of intermediary or umbrella company: | SASER Limited |
| Candidate's employer: | N/A – Self-Employed |
| Type of contract candidate will be engaged under: | Self-Employed Contract for Services |
| Who will be responsible for paying the candidate: | SASER Limited |
| How often the candidate will be paid: | Weekly following receipt of hours worked |

INTERMEDIARY OR UMBRELLA COMPANY PAY INFORMATION

Candidates 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 candidate for the work undertaken for the hirer. Rullion will still be finding candidate's assignments.

The money earned on candidate's assignments will be transferred to the umbrella company as part of their income. They will then pay candidate their wage. All the deductions made which affect candidate's wage are listed below.

Candidate payslip may show candidate as an employee of the umbrella company listed below.

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|---|---------------------------|
| Name of intermediary or umbrella company: | SASER Limited |
| Any business connection between the intermediary or umbrella company, the employment business and the person responsible for paying the candidate: | None |
| Expected or minimum gross rate of pay transferred to the intermediary or umbrella company from Rullion: | £16 per hour |
| Deductions from intermediary or umbrella income required by law: | None |
| Any other deductions from umbrella income (to include amounts or how they are calculated) | Company Margin (£15/week) |

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| Expected or minimum rate of pay to candidate: | Expected £16 per hour Minimum £0 |
| Deductions from your wage required by law: | Construction Industry Scheme Tax (CIS), where applicable (at 0%, 20% or 30% depending on the tax treatment HMRC provide) |
| Any other deductions or costs taken from your wage (to include amounts or how they are calculated): | None |
| Any fees for goods or services: | None |
| Holiday entitlement and pay: | None |
| Additional benefits: | None |

EXAMPLE PAY

| | Intermediary or umbrella fees | Worker fees |
|--|--|----------------------------|
| Example gross rate of pay to intermediary or umbrella company from Rullion: | £16 per hour x 40 hours = £640.00 | |
| Deductions from intermediary or umbrella income required by law: | £0.00 | |
| Any other deductions or costs taken from intermediary or umbrella income: | £15.00 | |
| Example rate of pay to you: | | £15.625 per hour (£625.00) |
| Deductions from your pay required by law: | | CIS Tax @ 20% - £125.00 |
| Any other deductions or costs taken from your pay: | | £0.00 |
| Any fees for goods or services: | | £0.00 |
| Example net take home pay: | | £500.00 |