



# A CAREER AT PPM HAS ITS BENEFITS

*Unlock your career and potential*

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# ABOUT US



Pulse Power and Measurement Ltd (PPM) was founded in August 1994 as a fully independent, privately owned UK business. In March 2021, the business was acquired by BAE Systems and thanks to significant investment in our development programmes, we have continued to grow and expand into the RF over fibre market with many ground-breaking products and systems.

PPM holds the Investors in People Gold accreditation for our continued commitment to the development, wellbeing and support of our employees. The value of our people is ingrained into our organisational culture.

There are four divisions which make up the business and these are:



# DIVISIONS

**ViaLite Communications** designs and manufactures RF over fibre products for a range of applications, including satellite ground stations, outside TV broadcast, GPS, telemetry and other communication gateways. **ViaLite** is recognised for its product quality and reliability (99.999%) and has played a fundamental role in driving the industry forwards with new developments and services.



**PPM Test** Sentinel and **point2point** fibre optic link systems are used to transport analogue/RF signals in applications such as EMC testing and high energy physics. PPM Test also supplies associated EMC test components including magnetic and electric field sensors, baluns and current probes.



**PPM Power** is a specialist distributor of components and systems for power electronics, high voltage and pulsed power applications. The product portfolio includes high voltage semiconductor modules, switches, capacitors, connectors and resistors, as well as programmable power supplies and cooling solutions.



**PPM Systems** specialises in RF over fibre systems and custom RF design for the military. Products include software-defined radio, antennas/antenna systems for electronic warfare and military comms, antenna feeds and positioners, RF filtering and signal conditioning, RF signal generators and spectrum receivers, and RF over fibre radio extension (Forax). The products are typically used for military comms.



# VALUES

Our core values shape who we are, guide our decisions and help direct our future, which is why it's important to share ours with you.

- Expecting high standards: for our customers and ourselves
- Understanding that people buy from people – a personal approach
- Valuing telephone and face-to-face more than email
- Focusing on people's strengths
- Keeping commitments to our customers and each other
- Teaching and sharing what we know with each other
- Having a learning culture
- Challenging if we think there is a better way and listening
- Enjoying and celebrating our successes

Working in a collaborative and supportive environment, where professional development is a priority and a learning culture is embedded in its values, PPM allows people the freedom to be innovative while providing the environment for them to create the company's future.

# BENEFITS

We hope that our relationship with staff will be long and beneficial for everyone involved, and as a valued member of our team, we take pleasure in offering you a comprehensive benefits package.

## Annual Leave

PPM recognises the importance of holidays and is committed to supporting our employees in achieving a satisfactory work-life balance.

You will receive a holiday entitlement of 25 days annual leave (pro rata), plus Bank Holidays. Additional days are awarded based on length of service.

There is also the option to buy up to 3 additional days. In the event that you are unfortunately unable to take all your leave, there is the option to sell up to 3 days holiday as well.

## Sick Leave

PPM will pay you your normal rate of pay for a maximum of 1 week during your first 6-12 months service. This rises to 4 weeks in your second 12 months of service, and to a maximum of 8 weeks in any 12 month period upon completion of two years' service.



## Pension

Optional enrolment into the Group Pension Scheme where the company contributes 6.5% towards helping you save for your future.



# BENEFITS

A graphic of a spiral-bound notebook with the text 'Employee Assistance Programme' written on it in a bold, black, sans-serif font. The notebook is tilted slightly to the right.

## Employee Assistance Programme

### Employee Wellbeing

The 'Employee Assistance Programme' offers 24/7 confidential telephone support on both a work and personal level, plus online support courses and shopping discounts for yourself and your family.

'Unmind' is an additional wellbeing support platform available to all staff providing digital tools to aid and improve mental health.

### Group Life Policy

A life insurance that provides a lump sum benefit for a member's nominated beneficiary if the member dies whilst in service at PPM, giving some form of financial protection. The Employee's nominated beneficiary will receive 4x annual salary.



### Bonus Scheme

The scheme makes a payment to you based on how well the company performs against the budgeted net profit target; the more profit the company makes over the budgeted net profit, the larger the pay-out to you.

It is a way of recognising your contribution to the success of the company.



### Flexible working hours

PPM's flexible working gives you a choice of starting time options which all result in an earlier finish on Fridays.

For eligible employees, there is an opportunity to work from home 1 day per week.



# BENEFITS

## Parking

There is free on-site secure parking for all employees.



## Share Incentive Plan

Access to BAE Systems' Share Incentive Plan (SIP) gives you an opportunity to invest in the company and receive matching shares.

You can choose to invest between £10 - £150 per month. You don't pay tax or national insurance on the money you choose to invest.



## Cycle to Work Scheme

The Cycle to Work Scheme allows employees to obtain commuter bikes and cycling accessories through PPM, whilst spreading the cost over 18 months and making unbeatable savings through a tax break.

Unlike larger companies, we don't use a third party scheme organiser, so the qualifying equipment can be purchased from any supplier of your choice. (T&Cs apply)



## Company Picnic Area

PPM offers the free use of picnic blankets and tables for use during your lunch time.



# BENEFITS

## Birthday Cake

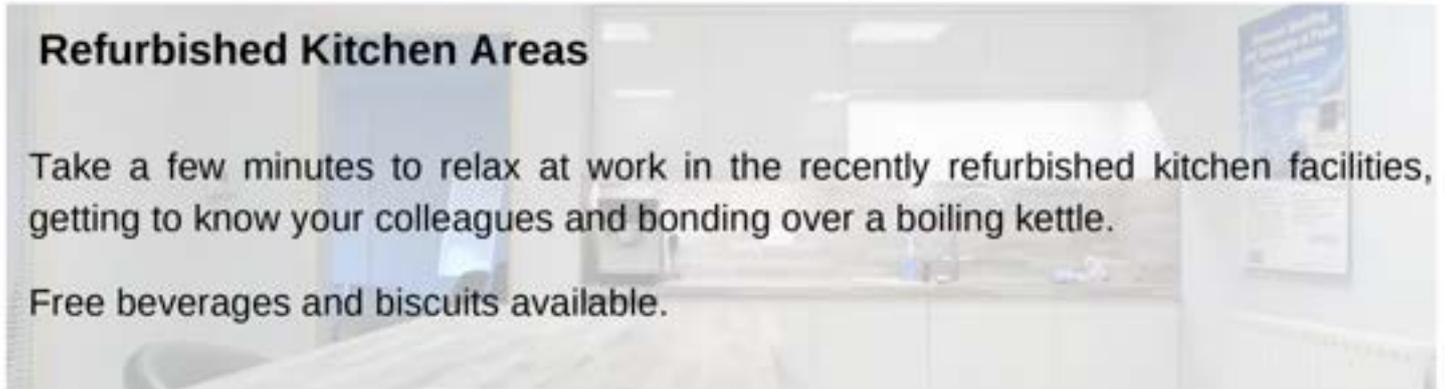
On your special day you will receive a Birthday cake of your choice to help you celebrate in style.



## Refurbished Kitchen Areas

Take a few minutes to relax at work in the recently refurbished kitchen facilities, getting to know your colleagues and bonding over a boiling kettle.

Free beverages and biscuits available.



## Refurbished Open Plan Offices

Our comfortable open plan offices allow for a productive hub of communication, collaboration and creativity.



## Investors in People Accreditation

As an Investors in People Gold business we continually improve performance with a culture of supporting ongoing career development for our employees. A career with us is a journey of learning and rewards.

**INVESTORS IN PEOPLE®**  
We invest in people Gold

# BENEFITS

## Socials & Team Building

A sociable company culture is important for a happy team.

A happy, healthy team is a productive one and we're a social bunch here at PPM. From summer and Christmas parties to various companywide charity events, there's plenty of fun to be had.

## Business Park Gym

# FIT 100 GYM

A gym with all the essentials for a great workout is available on the business park.

Opening hours are 6 am - 10 pm, 7 days a week, with various membership packages available.

## Facilities

For those who cycle or run to work, or wish to make use of the business park gym, there are company showers available at PPM.

## Local Amenities

The local Co-op, Watchfield Opticians, Subway, S4LON hair and beauty salon, McDonald's, College Farm pub and the Watchfield Post Office are about a 7 minute walk or 2 minute drive away.



# TESTIMONIALS

PPM have provided a remarkable opportunity to develop my skills and to make a considerable contribution to the company's success. The training and support is second to none, with all team members from across the business working towards one goal, providing the best possible service and support to our customers. I am delighted to be a member of the team. *Sean W*

PPM gave me the ideal level of challenge, support, and resources to maximise my learning and development as an aspiring engineer. I've developed my technical practical skills extensively, in such a short space of time. I have also been surprised by how social and welcoming the business has been (Christmas, summer, and monthly engineering socials). *Alex G*

Coming into PPM as an apprentice has been an exceptional experience to learn and develop. The learning culture at PPM has helped me in my progression as all team members from across the business are open to teaching and sharing what they know. Every day is filled with new learning opportunities surrounded by friendly and considerate people. *Neve S*



**SHRIVENHAM HUNDRED**

## CONTACT US



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