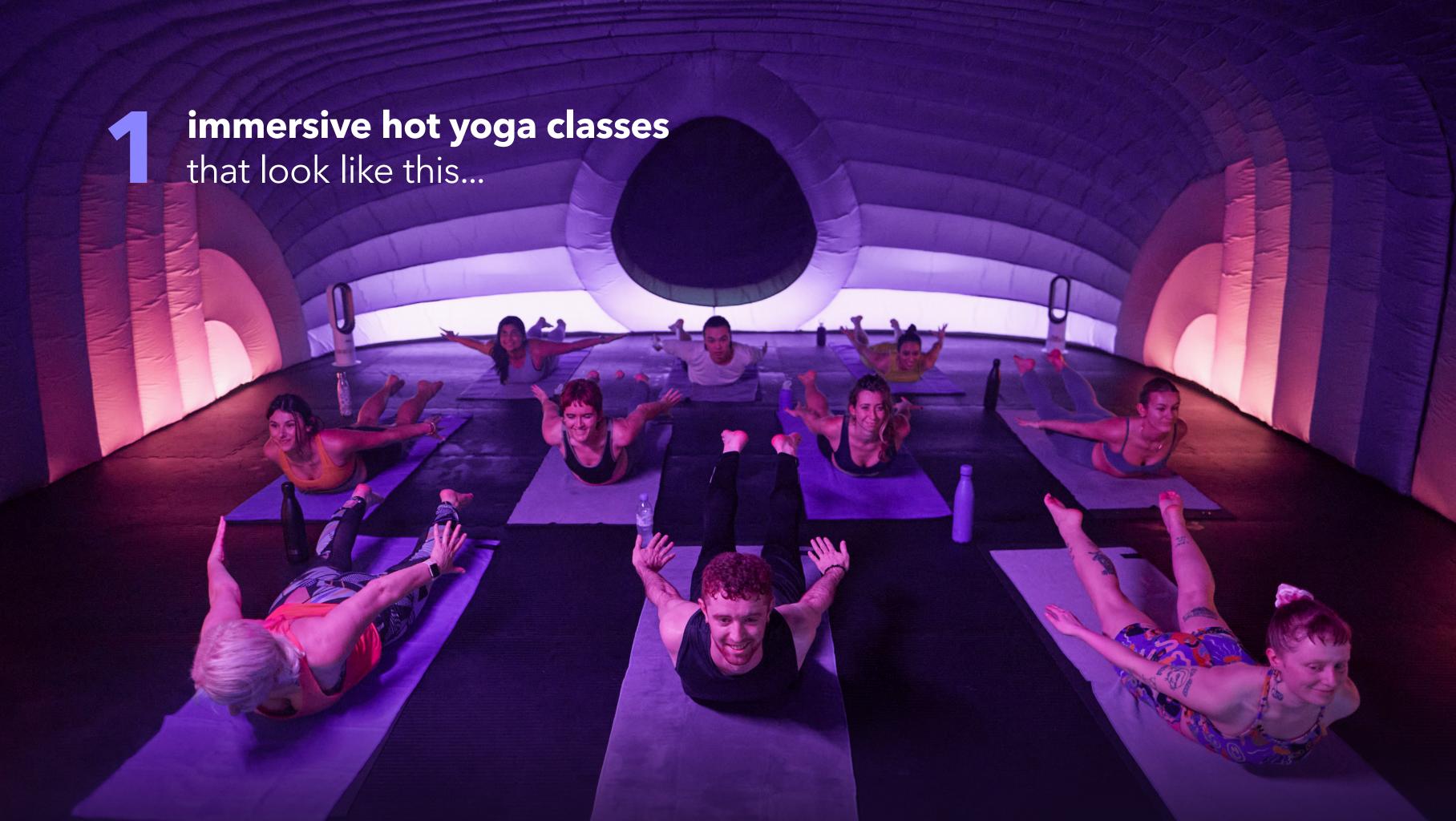
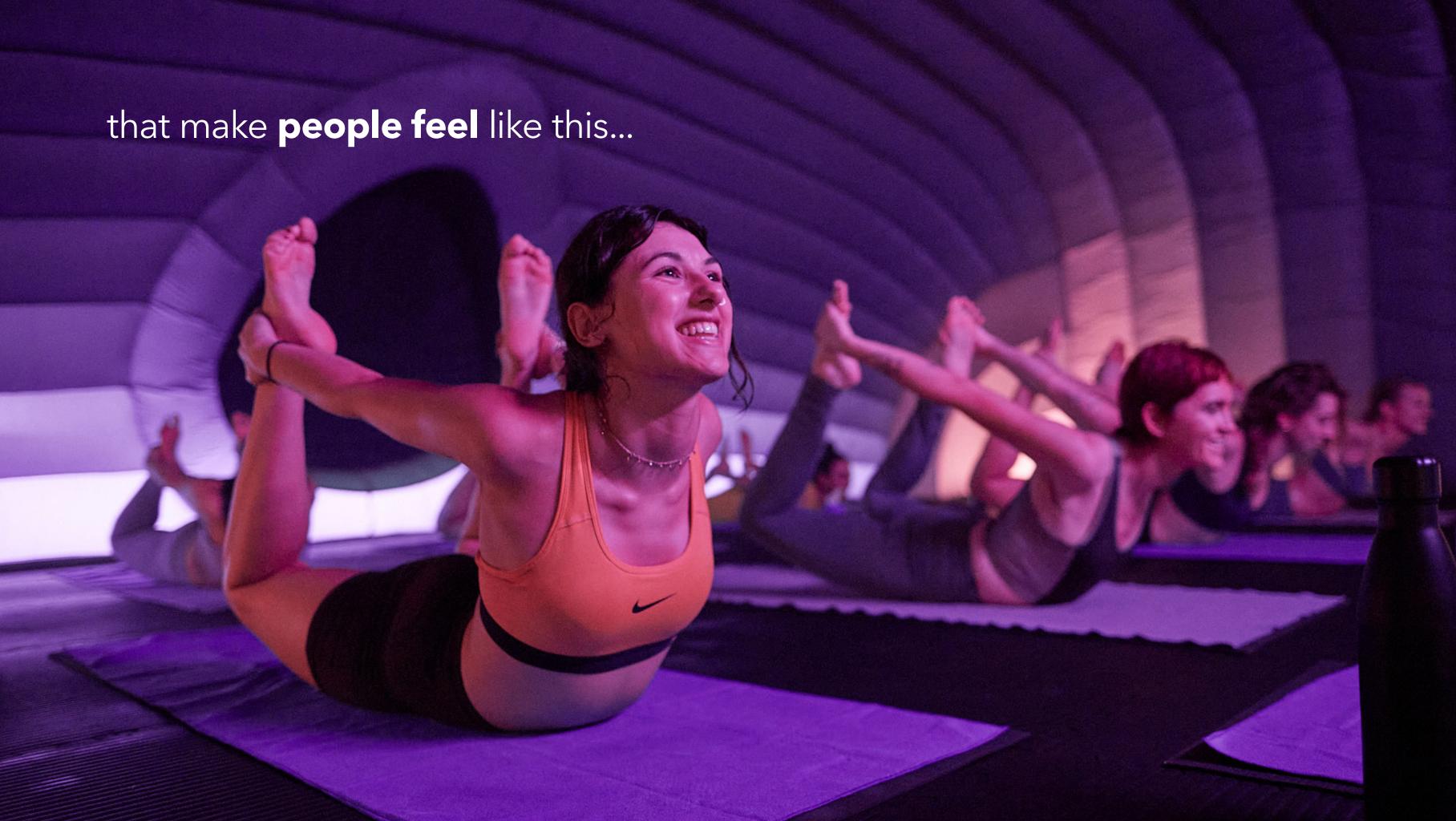
welcome to



Here's some more information about what it's like to work with us

what do we do at Hotpod Yoga?





which people say make them feel this...

"Amazing. You feel incredible afterwards. All the instructors make you feel incredibly comfortable whatever level you are. Very welcoming and enjoyable. 10/10"

"Feels like you have lain on a sunbed all day in the sun, **so relaxed afterwards** and so stretched out. Great experience."

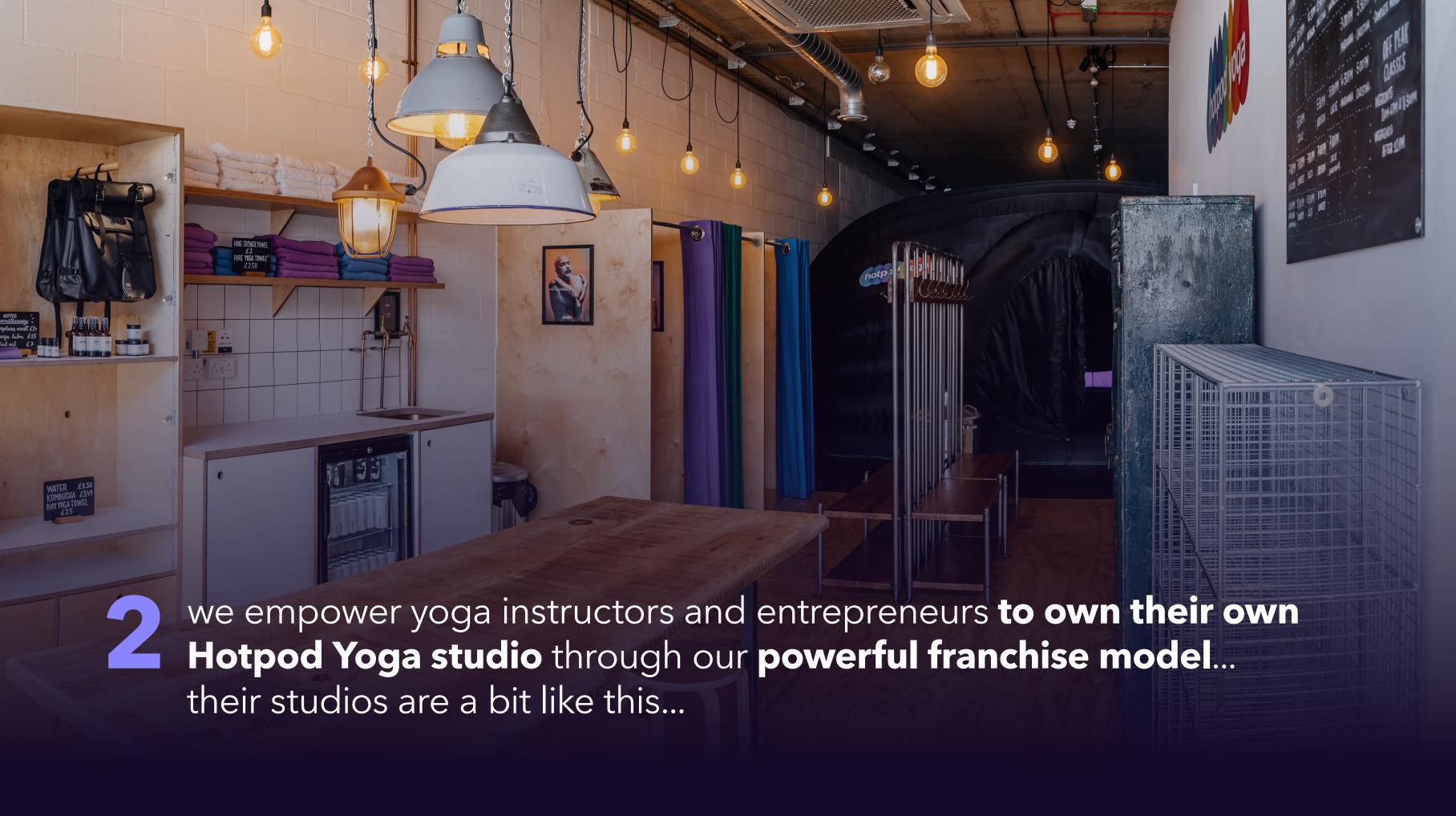
> "I felt so rejuvenated after our class! It was a unique experience and made me feel amazing."

"Great exercise and great tool to destress and take time for yourself. No matter what level you are at **it is always challenging and enjoyable.**" "Absolutely loved it! The temperature adds intensity but it's not too much. Atmosphere is zen and relaxed."

"Very friendly and calming environment, would definitely recommend if you are looking to unwind and have some me time!"

"I found the whole experience amazing, I'd never been before and even though I was a beginner there was no judgement and I definitely plan to go again."

"That Hotpod Yoga will change your life... it's wonderful."



and make owners feel like this...

have been an absolute joy to work with since the very beginning of our journey to launch Hotpod Yoga Worthing. We know they are always there at the end of the phone, literally any time, but equally they completely trust us to manage our business. For us this is our dream

ROSS & KATIE ROBERTSON, WORTHING

come true!

From the moment I put forward my franchisee business plan I can honestly say it has been the best decision I have made. The concept is truly amazing and it's success speaks volumes but with the support, training, knowledge and experience HQ provide, you will have everything you need to run your

SIOBHAN SHEEHAN, SOUTH BIRMINGHAM & SOLIHULL

own successful business.

Thank you so much Hotpod Yoga, every single person who works at HQ has been working overtime to support us all and we couldn't be more grateful. Feeling so lucky to have such an amazing group of people around us! Thank you.

FRANCES MITCHELL,
BRISTOL

Some people say the right words, others mean the right words, you guys actually carry them into practise. Thank you for your leadership, love and care.

SARAH HARRISON, NOTTINGHAM

so why join Hotpod Yoga?



1

We're growing fast



2

A small team making a big impact



3

Interesting and challenging projects to work on



4

A focus on maintaining and growing a strong culture and community in HQ

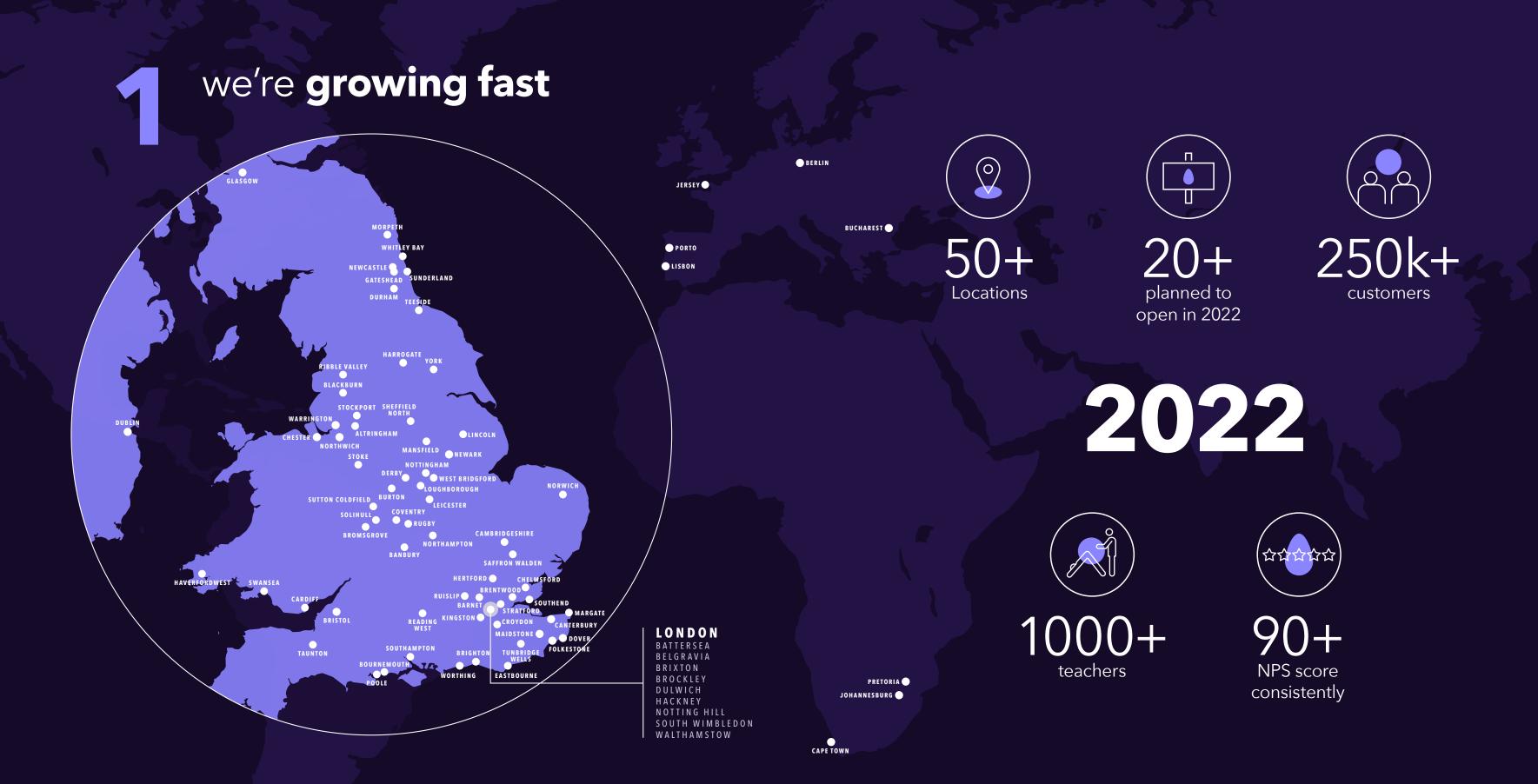


5

We want to work with you!

our mission...

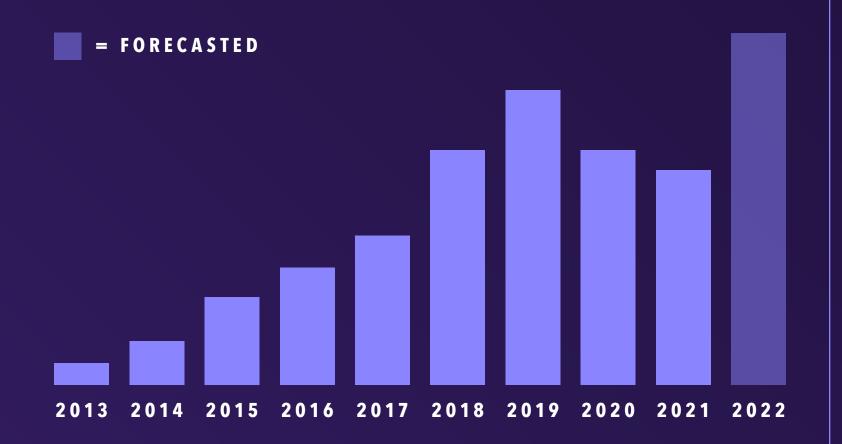
To build a huge, empowered, happy, high performing network of yoga entrepreneurs, enhancing the lives of millions through the delivery of amazing yoga experiences.



we're the second largest yoga business in the world

10 years of growth:

(with a bit of a pandemic dent in the middle!)



We're not just franchising though - our business streams are made of the following:

OWN STUDIOS - 30%

FRANCHISING - 50%

YOGA TEACHER TRAINING - 10%

PRODUCT (MERCHANDISE) - 10%



Every team member has **clear and specific pillars** assigned to them which make up their core responsibilities. These are refined and honed as they grow.

We work with **90 day plans** across the team
so that everyone is clear
on their current focuses
and can easily track their
progress.







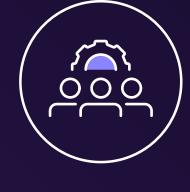
FRANCHISE GROWTH

FRANCHISE SUPPORT









TEACHING

OPS

interesting and challenging projects to work on

Alongside the day-to-day we work on **cross-team projects that help drive the company forward.**Some past and current projects:



Hotpod Sounds

Our very own music app.
We Source exclusive tunes
directly from artists. They're
refreshed continuously and
used in all our classes



Customer App

Our own app for customers to book and tune into all essentials



Hotpod Hub

Our platform for our Franchise partners



Product range

Developing and growing our product range

dedicated to maintaining and growing a strong culture and community

We focus on these core areas:

- **1 Performance -** clear pillars, 90 day plans and projects regular 1:1s, with monthly check-ins, quarterly performance reviews
- 2 Development (personal growth) weekly/ bi weekly 1:1s, impromptu feedback (caring personally, challenging directly), career development goals, planning and actioning
- **3 Perks -** a plan of action to reward and recognise individuals + bring together the whole team

- 4 Measurement pulse surveys to ensure we're asking our team how we're doing and how we can manage the company better
- 5 Practices and behaviours practicing our own consciousness through understanding and respecting the different personalities that make up our team
- 6 **Guardians** core team members who have the heart and eyes to feel what is happening where others can't see, to feedback and uphold the culture

here's some insight from the team

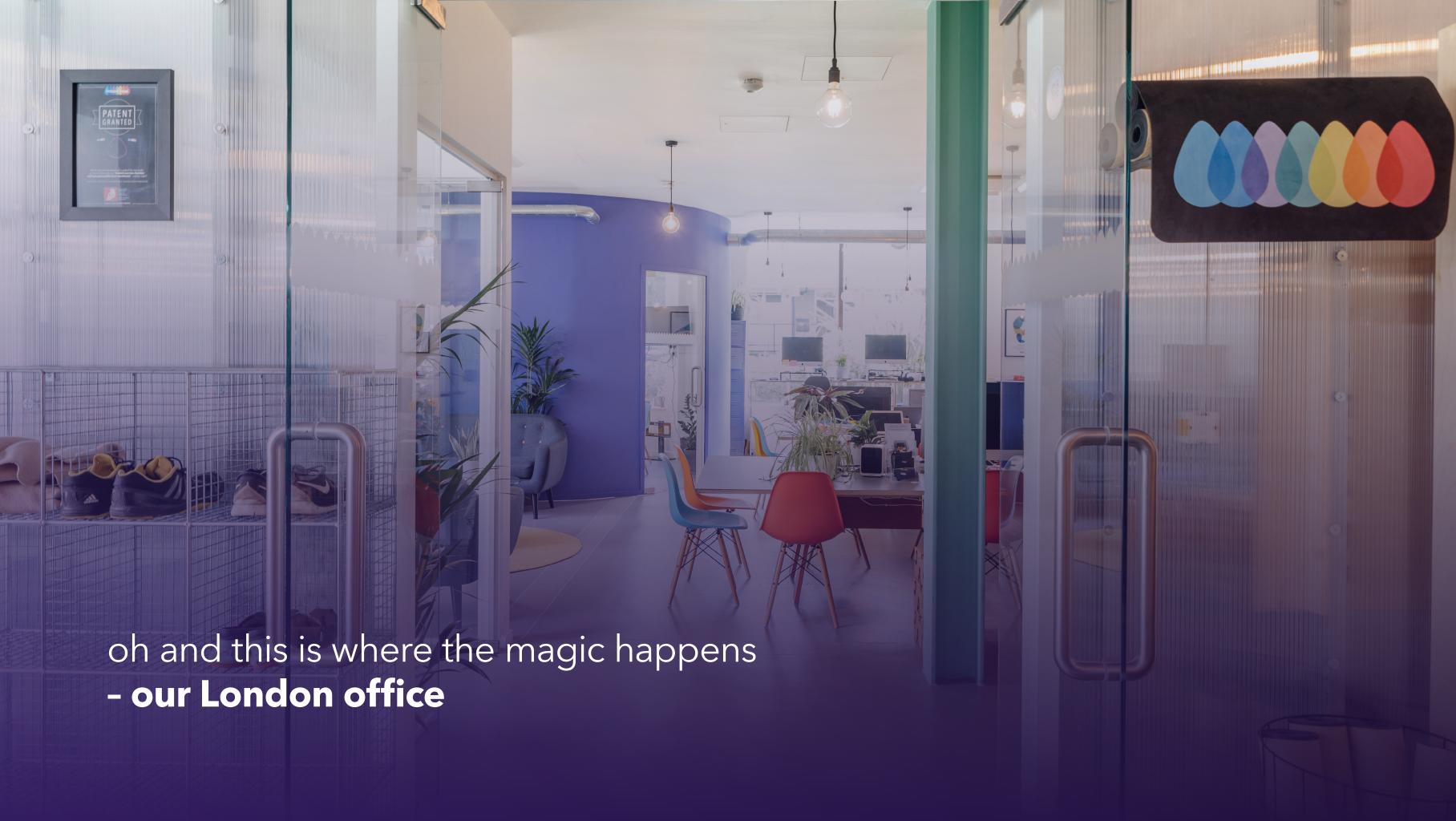
Working at Hotpod is fun, team orientated, and relaxed whilst operating at a fast pace. Things are constantly changing, improving, evolving, and the staff all really care about delivering a great experience for everyone from HQ, to students, teachers and franchise owners.



The Hotpod crew are honestly some of the nicest, most genuine people you could hope to work with. Hotpod is very much a people centered business - the teachers, the studio owners, the HQ crew and the customers all play a key role in your day to day life. Its amazing to work with such an interesting bunch of vibrant characters who all share the same values.



I love working for Hotpod, and being part of such an amazing team that is dynamic, collaborative and supportive. No task is ever more important than your wellbeing... people genuinely care, and you feel part of a big family!





we want to work with you



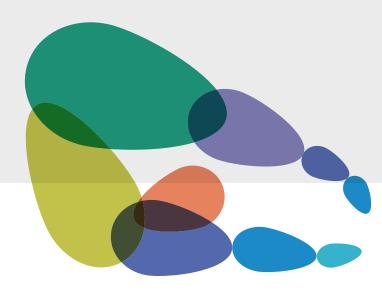
We are a people business that's built on personal connection. Connection between students and teachers, between teachers and studio owners and between studio owners and the team at HQ.

The people that make up the HQ team are the heart and soul of the company. We make the company thrive and our success comes from hiring exceptional talent.

Experience isn't always the be-all and end-all. It's about attitude: having a desire to learn, a willingness to grow, a drive to be a valuable part of an ambitious team and a passion for what we do.

here are our **core behavioural values**, do they resonate with you?







Bring your skills, work together

We're greater than a sum of our parts. We're specialists in our areas but we're strongest working together.

Treat every pod as if it's your own

We work for our partners and their businesses are our raisons d'etre.

Step back

The day-to-day is our bread and butter but it's all about the big picture. We need to continuously develop, improve and innovate - personally and collectively.

Set the weather

Hotpod HQ is a positive place where we're building a happy business. Stay positive, bring sunshine and leave the clouds at the door.

what are some of the benefits of working at HPY?

- **1** Competitive salary
- 2 26 days holiday
- **3 Pension:** we match up to 5%
- 4 Togetherness: monthly lunch in the office, Bi monthly sweats (or no sweat) - each team choses a wellness-related activity to do together
- **5 Giving back:** an annual volunteer day to give back together as a team
- 6 Parties: summer and Christmas parties

- 7 Equipment: we'll provide you with a laptop and a screen if you'd like one. We'll also pay your phone bill each month
- **8 Health:** free Hotpod Yoga classes, Vitality private health insurance
- Flexible Working: flexibility to work from home when needed (up to 2 days per week). Two weeks working remotely from the location of your choice
- **10** Half day Fridays in August
- 11 Library/Book club: a selection of our favourite books that anyone in the team can borrow



Think you might be a good fit, or want to know more? Please get in touch at careers@hotpodyoga.com