



2017 SINGAPORE BENEFITS SUMMARY

Holidays: Additional three (3) company holidays on top of the eleven (11) statutory holidays per year

Vacation: Fourteen (14) to twenty (20) vacation days subject to years of service.

Social Security Contribution: Central Provident Fund (CPF) per statutory requirement for employees who are permanent residents

Healthcare:

Outpatient Medical Plan: Outpatient medical plan covers employees and eligible dependents in the event of general ailments or injuries. Outpatient medical plan includes

- General Outpatient Consultation
- Specialist Outpatient Consultation
- Traditional Chinese Medicine
- Lab test, injection and X-ray

Hospitalization Insurance: Inpatient medical insurance is provided for employees (full covered) and eligible dependents (on a compulsory or voluntary basis depends on job grade of employee) in the event of hospitalization. The insurance coverage includes

- Basic Hospital & Surgical Insurance
- Supplementary Major Medical Insurance
- Emergency Accidental Outpatient Treatment

Flexible Benefit Subsidy: This subsidy is provided for employee to have coverage of general medical check-up, immunization/vaccination, vision care, dental care, pregnancy health screening, subscription fees for fitness and health related programs and etc., subject to a defined amount per year per employee and their dependents

Leaves:

- Child Care Leave
- Maternity Leave
- Paternity Leave
- Marriage Leave (for employee and child)
- Compassionate Leave
- Sick Leave

Other Benefits:

Annual Wage Supplement: Payable is equivalent to one month's basic salary for non-commissioned employees who have served one full calendar year with the company

Disability/Life Insurance: 36 times basic monthly salary as a result of death or total permanent disability due to, for example illness or accident.

Critical Illness Insurance: S\$50,000 in case of death or diagnosis of critical illness as listed in medical policy