



2017 CHINA BENEFITS SUMMARY – SALES OFFICES

Employees are eligible for most benefits programs on the first day of employment.

Holidays: Eleven (11) paid mandatory holidays per year.

Vacations: 15 days paid annual leave

Retirement: According to local regulations, ON Semiconductor provides social security insurance including Pension, Medical, Unemployment, Work injury, Maternity and Housing fund.

Leaves with pay:

Sick Leave - one (1) day per month

Marriage Leave – 3 to 13 days (base on age of marriage & local policy)

Maternity Leave – 98 to 198 days base on local policy

Paternity Leave – 3 to 30 days base on local policy

Funeral Leave – 1 to 3 days

Supplementary Benefits:

➤ **Medical Insurance:**

✓ **Supplemental medical insurance:**

100% reimbursed for employees covered by the State's statutory social insurance scheme for outpatient & emergency and inpatient.

✓ **Critical Illness insurance:**

- 100% reimbursed for employees covered by the State's statutory social insurance scheme for outpatient & emergency and inpatient.
- One-off critical illness amount is RMB 300,000.

✓ **Dental Insurance:** 100% reimbursed for employees covered by the State's statutory social insurance

✓ **Child insurance:** 50% reimbursed for employees' children under 18 years old

✓ **Hospitalization allowance:** CNY 200/day for accident injury caused, accumulated insurance days in a calendar year are 180 days.

✓ **Annual physical check:** once a year for free

➤ **Life Insurance:**

✓ **Term Life:** Claim amount is 36 times of monthly salary

✓ **AD & D:** Claim amount is 36 times of monthly salary

➤ **Others**

✓ **Shanghai office:** Annual maximum RMB 1320 flexible benefits on FESCO website

✓ **Shenzhen office:** Annual RMB 300 coupon as Subsidize-Holidays

Annual 6 movie tickets

Annual RMB 240 book and newspaper fee per employee

Annual RMB 100 coupon as employee birthday congratulatory

✓ **Beijing office:** Annual maximum claim amount RMB 25000 for household property insurance

Annual heating allowance RMB 1200
Maximum critical illness allowance RMB 50000
Annual education/learning allowance RMB 400
Funeral allowance for lineal relative RMB 500

Other Benefits:

Staff Recreation Committee (SRC) - Every site in China has its Staff Recreation Committee. The committees will organize various employee activities. Such as: birthday party, outing, team building, annual dinner, etc.

Education Assistance - In order to support the Company's philosophy in learning and development, ON Semiconductor provides "Education Assistance Program".

- Career Development Training Courses - 75% sponsorship for applications if training is more for development purpose and aligned with career plan. For company initiated development training, 100% sponsorship could be considered. The maximum amount of sponsorship is USD 5,250 per program.
- Job Related Training Courses - 100% sponsorship for applications that fully meet approval criteria and are job critical. The maximum amount of sponsorship is USD 5,250 per program.
- Executives Training Courses-Within each organization, a select number of individuals may be identified to participate in special executive programs. Funding for such programs will be tied directly to the availability of departmental funds and the need for the identified individual's professional development. Executive Training Course, employee whose job grade is 14 or above, and the most recent organizational talent review indicating that the employee is rank in box 1, 2. Executive training courses may be granted tuition reimbursement for the full incurred amount with prior approval.