



Employee Benefits Summary

	Paid Leave 3 to 30 days Annual Leave subject to year of service; 15 days Supplemental Annual Leave; 7 days Floating Holiday; 15 days paid Sick Leave
	Commercial Insurance Term Life, AD&D, Critical Illness, Medical (Inpatient and Outpatient) and offer Health Insurance coverage for employee's family
	Transportation Transportation Allowance, Car Allowance, Mileage/Car Insurance Reimbursement and Park Lot
	Mobile/Internet Company Smart Phone and Internet Fee Reimbursement
	Employee Welfare Committee Company Outing/Event, Club Activities; Festivals, Wedding, New Birth and Funeral subsidy etc.
	Education Assistance Program Monetary assistance from the company for on-the-job trainings, diplomas and degrees



Flexible Work Hours

To ensure employees' greater flexibility in working hours based on business conditions and personal needs.



Long Service Award

For all regular employees who achieved the milestones of 5, 10, 15, 20 and 25 years of service and so forth at onsemi.



Referral Bonus

To motivate employees to refer and expand talent pool of qualified candidates.

Wellbeing Program

Physical Wellbeing



- Annual Health Check
- Onsite Medical Consultation Service

Mental Wellbeing



- Employee Assistance Program (EAP)
- 1 on 1 Psychological Counselling
- Health Seminars

Financial Wellbeing



- Employee and Family Insurance
- Financial Lectures
- Pension Plan

Social Wellbeing



- Team Building
- Employee Resource Groups and Club
- Employee Volunteer Program