



## 2020 CHINA BENEFITS SUMMARY – ONSC (Manufacturing Site)

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

**Vacation:** Five (5) to Sixteen (16) vacation days per year subject to year of service upon completion of probationary period.

**Leaves:**

- Sick Leave
- Marriage Leave
- Maternity Leave
- Paternity Leave
- Birth control Leave
- Abortion Leave
- Bereavement Leave
- Distance Leave

**Social Insurance & Housing Fund:** Follows local regulations and provides social security insurance including Housing fund, Pension, Medical, Unemployment, Work injury and Maternity

**Supplementary Benefits:**

Insurance category		Benefits Item	Sum Assured	
			General staff of P.R.C	Manager of P.R.C.
Term Life		Disease Death Insurance	36*Basic Monthly Salary	36*Basic Monthly Salary
Accidental Death and Disability		Accidental Death Insurance	36*Basic Monthly Salary	36*Basic Monthly Salary
		Accidental Disability Insurance		
		Accidental Medical Insurance	RMB 20,000	RMB 40,000
Health Medical Insurance	Expenditure	Outpatient, Emergency Medical Insurance	/	RMB 15,000
		Supplementary Inpatient Medical Insurance	/	RMB 50,000
	Allowance	Critical Illness	RMB 40,000	RMB 200,000
		Work loss	Wages should be issued on the day of wages * lost days	

**Healthcare:** Free Physical Check once a year; Provide Commercial Insurance as following coverage.

**Housing:** Provides dormitory or housing subsidy

**Meal:** Provides canteen facilities with outsourcing of catering services and meal subsidy

**Transportation:** Provides shuttle bus for employee commute

**Condolence:** An allowance is granted to the employee in case of death of spouse, child and/or parents

**Long Service Awards:** Employees are eligible for a long service award upon completing the 5<sup>th</sup> year, 10<sup>th</sup> year, 20<sup>th</sup> year, 30<sup>th</sup> year.



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### **Other Benefits/Subsidies:**

- Birthday gift
- New Year gift
- Retire gift.
- Organize various employee activities, such as: outing, team building, annual dinner, etc.