2020 CHINA BENEFITS SUMMARY – SALES AND R&D OFFICES

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

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

**Vacations:** Fifteen (15) to twenty (20) days paid vacations subject to year of service

**Leaves:**
- Sick Leave
- Breast feeding leave
- Funeral Leave
- Marriage Leave
- Maternity Leave
- Paternity Leave
- Miscarriage Leave

**Commercial Insurance:**
- Term Life
- Accidental Death and Disability
- Critical Illness insurance
- Supplemental medical insurance
- Children insurance
- Hospitalization allowance
- Maternity insurance
- Annual physical check

**Supplementary Benefits:**
- Flexible benefits
- Wedding allowance
- New Birth allowance
- Festival Allowance
- Long Service Award