



2018 ROMANIA BENEFITS SUMMARY

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

Vacation: 21 (jr.) or 22 (sr.) working days per year

Private Health Services: The company is paying aprox. 80 RON/month/employee for free usual dental procedures and basic medical services (including yearly tests) in a private clinic. This benefit is optional.

Worldwide accident insurance (ACE) applicable in case an accident occurs during a business trip:

- Lump sum of 3x salary payable in the event of accidental death (limit 1,000,000\$)
- Lump sum between 25% & 100% of the compensation paid out in case of accidental death in the event of disability (% depends on type of disability)

This insurance is paid for 100% by the employer.

Company car: The employees with a salary grade 15 and above are eligible to a company car. Sales employees in the following positions are eligible as well: field application engineers, field sales engineers, field application system engineers, sales account managers, global account managers, sales directors and VP sales. The lease budget is available in the EMEA car policy.

Fuel Card: Employees with a company car are entitled to a fuel card. The fuel card can only be used in Romania and the surrounding countries.

Bonus: Employees (non-sales) as of job grade 11 are eligible to the corporate bonus program. The target payout is a % of the base salary and linked to the pay grade.

Meal Vouchers: Meal vouchers with a value of 15.00 RON per work day.

Gift Vouchers: Christmas and Eastern vouchers with a value of max deductible 150 RON/employee/event. A Christmas presents for children younger than 15 years of approximately 60RON per child

Team building, Sports & Cultural Activities Support: Annual contribution for team building activities.

Fitness centers subscription: For interested employees the employer contributes about 90RON/month/employee.

Annual Christmas Party: including the employee's family members.