**2020 SLOVAKIA BENEFITS SUMMARY**

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

**Vacation:** Employees are entitled to 20 days of vacation (25 days from the age of 33 per legal provision).

**Vacation Vouchers:** Employee after 24 months of service may receive reimbursement of up to 275€ net per year.

**Meal Subsidy:** Employee contribution is 23% from the price of the meal or the meal voucher.

**Bridge Day:** Additional day off if a public holiday falls on Saturday or Sunday. Applicable only in the current or the following month. Employees are not entitled to a Bridge Day if they have not used all accrued vacation days from the previous calendar year.

**Award after 5 years** of active duty is one additional day off. Employee must first use all regular vacation days. Maximum entitlement is 3 days (15 years of service). Additional vacation must be taken by March 31\textsuperscript{st} of the following year.

**Pension plan:** Company contributes either 3% of the gross salary or the maximum of 1.5 times of the employee’s contribution.

**Sick leave contributions:**
- First month of sick leave: only statutory sick leave payment applies. No contribution.
- 2\textsuperscript{nd} and 3\textsuperscript{rd} month of sick leave: in addition to statutory sick leave payment, ON compensates up to 80% of the employee gross average salary
- 4\textsuperscript{th} -12\textsuperscript{th} month of sick leave: in addition to statutory sick leave payment, ON compensates up to 70% of the employee gross average salary

**Annual bonus (13\textsuperscript{th} salary):** additional 50% of one-month base salary, payable in November payroll cycle.

**Attendance Bonus:** 100 EURO every 6 months. Employees are not entitled to this bonus if they were absent due to sick leave, care for a family member, maternity/paternity leave, unpaid leave, or incurred another absence.

**Transportation Allowance of 0.11 EURO per 1km.** If the distance from home is more than 10 km one-way.

**Relocation Bonus:** 1000 EURO - For employees who live more than 30 km from the workplace.

**Company car:** Sales persons and managers listed in EMEA car policy are eligible to a company car and fuel card.

**Baby Bonus:** 220 EURO at the birth of child.

**Assistance upon the death of an employee at the sum of her/his three average monthly salaries** – payable to immediate family: husband, wife, child or parent.

**Assistance upon the death of an immediate family member:** 220 EURO - payable in case of death of a member of the employee’s immediate family: a husband, wife, child or parent.

**Global Bonus Programs:**
- **Bravo Award** - based on the corporate policy
- **Department and Group Award** - based on the corporate policy
- **Technical Award** - based on the corporate policy
- **Patent Award** - based on the corporate policy

**Corporate Bonus:** Employees (non-sales) as of job grade 9 are eligible to the corporate bonus program. The target payout is a percentage of the base salary and linked to the pay grade.

**Employee of the year** for outstanding contribution during the year. The corporation is awarding global nominations announced by the corporate executives. Slovakia program consists of a bonus of 500 EURO and 5 days of vacation.
- Employee Referral Program Bonus is an award for employees who refer suitable candidates for critical positions; based on the corporate policy.

Restricted Stock Units (RSU's): A stock grant is a promise to award actual stock at some point in the future, subject to certain requirements (time restrictions). There is no purchase involved. Only exempt salaried employees are eligible (salary grade 12 and above).

Worldwide Accident Insurance (ACE): In case of an accident occurring during a business trip:

- Lump sum of 3 x 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.

Other Benefits: Other activities are funded by the mandatory Social fund: Sports and relax activities, Family Picnic, Kids Camp, St. Nicholas Party and Christmas Party.