



2018 BENEFITS SUMMARY TURKEY

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

Public holidays: The employees are entitled to the legal public holidays.

Vacation: The employees are entitled to 20 days of vacation (for a full time employment).

Healthcare insurance: The employer provides a private healthcare insurance to the employees (paid for 100% by the employer).

Salary: The salary is paid in 12 installments.

Worldwide accident insurance: 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.

Car allowance: The employees with a salary grade 15 and higher are eligible to a car allowance. 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, VP sales. Current car allowances are:

- Grade 11-12: 600 €/month
- Grade 13-15: 800 €/month
- Grade 16-18: 900 €/month

Fuel: Reimbursement for actual business mileage through expense reporting (excl. home/work distance)

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