



2017 CHINA BENEFITS SUMMARY – ONSC (Manufacturing Site)

Holidays: Eleven (11) paid mandatory holidays per year

Vacation: Five (5) to fifteen (15) vacation days per year subject to year of service upon completion of probationary period.

Retirement: Follows local regulations and provides social security insurance including Housing fund, Pension, Medical, Unemployment, Work injury and Maternity

Healthcare: Free Physical Check once a year

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

Leaves:

- Sick Leave
- Marriage Leave
- Maternity Leave
- Nursing Leave
- Paternity Leave
- Bereavement Leave
- Distance Leave

Disability/Life Insurance: Maximum benefit coverage for RMB 100,000 Death & Dismemberment and RMB 10,000 for Accidental Illness

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 5th year ,10th year,20th year and 30th year.