



## 2018 CHINA BENEFITS SUMMARY – ONSZ (Manufacturing Site)

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

**Vacation:** Ten (10) to Seventeen (17) paid annual leave days per year subject to service years in the company.

**Leaves:**

- Sick Leave
- Marriage Leave
- Maternity Leave
- Nursing Leave
- Paternity Leave
- Funeral Leave

**Social Insurance & Housing Fund:** Follow local regulations and provide social security insurance including Housing fund, Pension, Medical, Unemployment, Work injury and Maternity

**Supplementary Benefits:**

Insurance category		Benefits Item	Sum Assured	
			General staff of P.R.C	Manager of P.R.C.
Term Life		Disease Death Insurance	36*Basic Monthly Salary	36*Basic Monthly Salary
Accidental Death and Disability		Accidental Death Insurance	36*Basic Monthly Salary	36*Basic Monthly Salary
		Accidental Disability Insurance		
		Accidental Medical Insurance	RMB 20,000	RMB 40,000
Health Medical Insurance	Expenditure	Outpatient, Emergency Medical Insurance	/	RMB 15,000
		Supplementary Inpatient Medical Insurance	/	RMB 50,000
	Allowance	Critical Illness	RMB 40,000	RMB 200,000
		Work loss	Wages should be issued on the day of wages * lost days	

**Condolence:** An allowance is granted to the employee in case of death of spouse, child and/or parents

**Meal:** Provides canteen facilities with outsourcing of catering services with free meal

**Transportation:** Provides transportation allowance for employee (No shuttle bus is provided)

**Long Service Awards:** Employees are eligible for a long service award upon completing the 3<sup>th</sup> year, 5<sup>th</sup> year, 10<sup>th</sup> year, 15<sup>th</sup> year.

**Other Benefits/Subsidies:**

- Birthday gift.
- Marriage gift
- Childbirth gift.
- Mid Autumn Festival gift
- Dragon Boat Festival gift
- New Year gift
- Labor Union will organize various employee activities, such as: outing, team building, annual dinner, Health check-up (Bi-yearly) etc.



## 2018 CHINA BENEFITS SUMMARY – ONSC (Manufacturing Site)

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

**Vacation:** Five (5) to Sixteen (16) vacation days per year subject to year of service upon completion of probationary period.

**Leaves:**

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

**Social Insurance & Housing Fund:** Follows local regulations and provides social security insurance including Housing fund, Pension, Medical, Unemployment, Work injury and Maternity

**Supplementary Benefits:**

Insurance category		Benefits Item	Sum Assured	
			General staff of P.R.C	Manager of P.R.C.
Term Life		Disease Death Insurance	36*Basic Monthly Salary	36*Basic Monthly Salary
Accidental Death and Disability		Accidental Death Insurance	36*Basic Monthly Salary	36*Basic Monthly Salary
		Accidental Disability Insurance		
		Accidental Medical Insurance	RMB 20,000	RMB 40,000
Health Medical Insurance	Expenditure	Outpatient, Emergency Medical Insurance	/	RMB 15,000
		Supplementary Inpatient Medical Insurance	/	RMB 50,000
	Allowance	Critical Illness	RMB 40,000	RMB 200,000
		Work loss	Wages should be issued on the day of wages * lost days	

**Healthcare:** Free Physical Check once a year; Provide Commercial Insurance as following coverage.

**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

**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 5<sup>th</sup> year, 10<sup>th</sup> year, 20<sup>th</sup> year, 30<sup>th</sup> year.

**Other Benefits/Subsidies:**

- Birthday gift
- New Year gift
- Retire gift.
- Organize various employee activities, such as: outing, team building, annual dinner, etc.



## 2018 CHINA BENEFITS SUMMARY – LPS (Manufacturing Site)

**Holidays:** Eleven (11) paid mandatory holidays per year + two days company days

**Vacation:** Five (5) to twenty (20) paid annual leave 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

### Leaves:

Full Pay Leave	Part Pay Leave	No Pay Leave
Sick Leave	Sick Leave	Personal Leave
Marriage Leave	Pregnancy Leave(after 6 months)	Pregnancy Leave(before 6 months)
Juridical Leave		
Maternity Leave		
Paternity Leave		
Monthly Check for Pregnancy		
Rejoin Leave		
Birth Control Leave		
Home Visit Leave		
Funeral Leave		

**Commercial Medical insurance:** provide to employees free of charge, the maximum claim amount is RMB 2500 for outpatient, RMB 15000 for inpatient; provide to employee's children, need paid by employee themselves, the maximum claim amount is RMB 2000 for outpatient, RMB 25000 for inpatient.

**Supplemental Medical Insurance:** 100% reimbursed for employees covered by the State's statutory social insurance scheme for inpatient. The maximum claim amount is RMB300000.

**Disability/Life Insurance:** For death, the maximum claim amount is 84 times of monthly basic salary, for disability, the maximum claim amount is 96 times monthly basic salary.

**Housing:** Provide dormitory.

**Meal:** Free meal

**Meal Allowance:** Every run shift employee will be granted a monthly amount of meal allowance

**DL Living Subsidy:** Every DL employee will be granted a monthly DL living subsidy.

**Transportation:** Provides transportation allowance for employee that lives in Banzhu dormitory.

**Condolence:** Company will provide a voucher as allowance to employee on death of his/her parents, spouse and children.

**Long Service Awards:** Employees are eligible for a long service award upon completing the 5th year, 10th year, 15th year and 20th year.

**Other Benefits/Subsidies:**

- Birthday gift
- Marriage gift
- Childbirth gift
- New Year gift
- Retire gift
- Employee Service Committee (ESC) – the committee will organize various employee activities, such as: outing, team building, annual dinner, etc.
- Education Assistance – Career development training courses and job related training courses.