



## 2019 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).

**Bridge Day.** Employees are entitled to a day off if a public holiday falls on a Saturday or a Sunday. There are 15 public holidays.

**Award after 5 years** of active duty is 1 additional day off. Employee must first consume all regular vacation days. Maximum entitlement is 3 days off (15 years of service). Additional vacation must be taken by 31<sup>st</sup> March of the following year at the latest.

**Pension plan:** ON contributes 3% of the gross salary with a maximum of 1.5 times the employee's contribution.

**Short term illness/disability:** financial support during the periods of illness

- 1st month of illness: only statutory illness benefit applies. No additional cost to the company
- 2nd and 3rd month of illness: in addition to statutory illness benefit, ON compensates up to 80% of the gross salary
- 4th -12th month of illness: in addition to statutory illness benefit, ON compensates up to 70% of the gross salary

**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)

**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. The lease budget is available in the EMEA car policy. Employees with a company car are entitled to a fuel card. The fuel card can only be used in Slovakia 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.

**Salary of 12.5 installments / year (statutory):** 50% of one month base salary is paid in November payroll cycle.

**Meal Subsidy:** Lunch is served daily in a cafeteria, the employee contributes 0,8€. Vouchers are provided to employees of the afternoon shift.

**Transportation Allowance:** The company covers part of the costs of commuting 0.11 EUR per 1km (if the distance is minimum 10 kilometer one way).

**Relocation Bonus:** In order to cover relocation / commuting expenses, a one-time bonus of 1000€ is offered to new employees who are living more than 30 kilometers from the workplace.

**Attendance Bonus:** Employees who do not miss a single day or only a part of one day during a period of half a calendar year receive a bonus of 100€. Employees are not entitled to this bonus if they were on sick leave, care for a family member, maternity/paternity leave, unpaid leave, or incurred another absence.

**Baby Bonus:** At the birth of a child the employee receives a bonus of 220€

**Employee of the year** is an award for outstanding contribution during the year. Employees are announced by the local management and the bonus consists of 500 € and 5 days of vacation. Global nominations and awards for employees announced by the corporate executives are coordinated by the corporation.

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

**Other Benefits:** Other activities are funded by the mandatory Social fund: Sports Club, Culture Club, Family Picnic, St. Nicholas Party and Christmas Party.