



2018 SINGAPORE BENEFITS SUMMARY

Holidays: Three (3) company holidays in addition to the eleven (11) statutory holidays per year

Vacation: Fourteen (14) to twenty (20) vacation days subject to years of service.

Social Security Contribution: Central Provident Fund (CPF) per legislation, for employees who are Singapore Citizens or Singapore Permanent Residents.

Healthcare:

Outpatient Medical:

Covers employees and eligible dependents in the event of general ailment or injury; includes

- General Outpatient Consultation (including traditional Chinese medicine)
- Specialist Outpatient Consultation
- Lab test, X-ray
- Accident & Emergency treatment at registered hospitals

Reimbursement subject to a defined annual quantum per employees.

Medical Insurance:

Inpatient medical insurance for employees and eligible dependents (compulsory or voluntary cover based on employee's job grade) in the event of hospitalization. Comprises :

- Basic Hospital & Surgical Insurance
- Supplementary Major Medical Insurance

Flexible Benefits Subsidy: Reimbursement for general medical check-up, immunization/vaccination, vision care, dental care, pregnancy health screening, entrance/subscription fee for fitness club etc for employees and dependents, subject to a defined annual quantum per employee.

Other Types of Leaves (based on eligibility criteria):

- Child Care Leave
- Maternity Leave
- Paternity Leave
- Marriage Leave (for employee and child)
- Compassionate Leave
- Sick Leave

Other Benefits:

Annual Wage Supplement: Equivalent to one month's basic salary for non-commissioned employees with one full calendar year of service; pro-rata for incomplete year of service.

Disability/Life Insurance: At 36 times of monthly basic salary; covers death or total permanent disability arising from illness or accident.

Critical Illness Insurance : S\$50,000 in the event of death or diagnosis of critical illness as listed in insurance policy.