



<b>Vacation</b>	
<b>Statutory vacation days</b>	14 days per holiday year for employees with 1 to 5 years' service. 20 days per holiday year for employees with 6 to 14 years' service. 26 days per holiday year of employees with 15 or more service.
<b>Provisional vacation days</b>	21 days per holiday year. • All days are carried over to the following year
<b>Holiday year</b>	January 1 - December 31.
<b>Bank Holidays</b>	New Year's Day, National Sovereignty and Children's Day, Labour and Solidarity Day, Ramadan Bayramy Eve, Ramadan Bayramy, Ramadan Bayramy Holiday, Ataturk Memorial, Youth and Sports Day, Democracy and National Solidarity Day, Kurban Bayramy Eve, Kurban Bayramy Holiday/Feast of Sacrifice, Victory Day, Republic Day Eve, Republic Day
<b>Pension</b>	
<b>State pension</b>	The state pension system is an earnings-related public scheme with an income-tested safety net. It is administered by the Sosyal Güvenlik Kurumu (Social Security Institution, SGK), which collects insurance contributions from employees and Intralox. The contribution amounts are compulsory rates paid by the employee and the employer.
<b>Supplementary pension scheme</b>	The employee may join any private pension scheme, on the terms set out in the rules of the relevant scheme. Intralox will contribute 5% of the employee's salary employee's gross salary as the monthly employer pension contribution directly to the employee.
<b>Health Insurance</b>	
<b>Public health care</b>	The Turkish public health system covers subsidies services such as prescriptions, hospitalisation, pregnancy, rehabilitation and special treatments. The social security scheme is based on two branches. The long term insurance (old age, invalidity, death/survivorship) and the short term insurance branch containing work accident and occupational disease, health and maternity. The social security system is compulsory and funded by contributions from employers, employees and the state.
<b>Supplementary private health care</b>	Intralox contributes up to 75% total costs of the employee's supplementary private health insurance (including family). The contribution is paid per month to the employee.
<b>Business Travel</b>	GeoBlue
<b>Free benefit</b>	The benefit covers costs for medical treatment and hospital services due to injuries for Intralox employees who travel for business purposes outside their country of residence or permanent assignment.
<b>Life and Accidental Death &amp; Dismemberment (AD&amp;D)</b> MetLife	
<b>Free benefit</b>	The MetLife Insurance provides peace of mind and a lump sum for an employee's loved ones in the event of loss of life, hands, feet or sight of eyes whilst employed at Intralox. The benefit is 2 x employee's annual earnings with a minimum benefit of \$50,000 and maximum of \$300,000. Benefit levels are reduced by 35% at age 65 and an additional 15% at age 70.
<b>Employee Assistance Program</b> Health Assured	
<b>Free benefit</b>	The Employee Assistance Program (EAP) is a voluntary and completely confidential service provided to all Intralox's employees and their eligible family members to help meet the challenges of life. An EAP is a valuable resource that can help identify and resolve many workplace, family, social, economic, and mental health concerns.
<b>Other perks</b>	
	<ul style="list-style-type: none"><li>• Company car - (Field Sales/ Aftersales)</li><li>• Home Office set up budget: one-time expense budget of € 850 to purchase home office furniture such as a desk, chair, lighting or sit-stand desk converter.</li><li>• Years of Service Award : 5 yrs = € 50 / 10 yrs = € 120 / 15 yrs = € 200 / 20 yrs = € 300 / 25 yrs = € 500</li></ul>