

Pay and Benefits

Johnson: 谢谢你能来 tom, 你的文书已经完成, 需要你来签字。
Hey, Tom. Thanks (for) your coming. Look, your paperwork has been done. So, may I have your signature here? if you don't mind.

Tom: johnson 女士, 我能先读一下吗?
Sure(美式), Madam. But may I have a look?

Johnson: 当然可以, 请到我桌边的椅子上坐下, 咱们一起看一下。
Sure, just sit by me. let's go together.

Tom: 谢谢, 我想确保我对所有内容都清楚明了。
Thanks. Hopefully, everything clear it could be.

Johnson: 这是你的薪酬表, 今年你可以获得的薪酬以及如果你表现优秀的话将能获得的薪酬。
This is your pay schedule. You know, how much you could get this year as well as how much you will get if well done.

Tom: 试用期我挣这么多。如果通过试用期的话, 我将获得 4%的加薪。一年后我会有一次评测, 届时我会获得 0%-5%的加薪。这时标准的情况吗?
Yes, I see. That's much I can get during probation. If passed, the share, 4 percent of pay raise I could get. And a review for me after one year, at that time, the share, not more than 5% at pay raise could be done for me. Usually like that, I know right?

Johnson: 是的, 这时标准的水平。如果你的上司想给你加薪超过 5%的话, 那就是升职了。从初级程序员升为高级程序员。
Yes, you know right. If more than 5%, you could be recommended by your supervisor. Congratulations, you promoted! No longer a junior one.

Tom: 好的签好了, 下一项是?
Okay, signed and go on?

Johnson: 这时你的福利表, 我们会支付你相当于你薪金 4%的钱, 并存入你的假期基金。一年后你可以选择时间或现金。每年你都可以多获得两天的假期。
Look, your benefit schdule. The share, equal to 4 percent of your pay will be in your vacation fund. And, after one year, time or cash, your free choice. By the way, another 2 days earned in your holiday.

Tom: 如果我选择时间的话, 现金就没有了吗。

If I pick time, cash is gone. I know right?

Johnson: 是的, 这是你的医疗保险, 包括你的牙科方面的保险。我们会支付相当于你薪金 2% 的钱, 并存入一组医疗基金。如果你希望获得更多的保险项目的话, 多余的支出将会从你的薪金中扣除。

Yes. (umm), and your medicare security, includes sth about dental care. You know, the share, equal to 2 percent of your pay will be kept into a group of your medicare fund. And if sth more asked to cover, the extra cost will be taken away from your pay.

Tom: 我能按现在的情况签字, 以后再更改。

Ok, I'm just doing it. Sorry, sth changed could be done, may I?

Johnson: 是的。我的下属就可以帮你办的出现问题的话, 你可以找我。

Yes, my guys could help you. And if sth going wrong, surely, you can call me.

Tom: 经常会出现问题吗

Often happen?

Johnson: 有时新生儿爸爸想要陪护产假, 但福利里的这一项却没有涵盖他自己。想要生小孩的女士则会自动选择该项。

Sometimes, what if the paternity leave(产假) asked by the new baby's father, but unfortunately, not covered in the benefits. So in this case, it could be the best choice for girls expecting a baby.

Tom: 那他该怎么办。

So?

Johnson: 如果他请假, 我们会在回来后, 从她的工资中扣除正常数目的两倍。如果他在偿还之前辞职的话, 剩余的钱将会在他积累的假期基金中扣除。

If he takes a leave, the double share will be taken away from his pay. And if quit before paying back, the remained part will be taken away from his accumulated vacation fund.

Tom: 对我来说, 这听起来很公平, 我就按此签字。

Sounds fair. I'm just doing it.