# ThoughtWorks 福利包

# 基本福利

### 1、五险一金

按照国家规定缴纳五险一金

TW 的公积金缴纳比例是公司 12%+个人 12%

2、商业保险(包含员工、配偶和子女)

保险可覆盖意外伤害、重大疾病、综合医疗费用的报销

3、体检

每年有全面的健康检查

# 假期福利

# 4、年假

每年至少 10 天全薪年假(年假数量依据员工在公司就职时间相应增加)

5、年资假

在 TW 连续工作满 10 年的员工,可享受 12 周的全薪假期

6、病假

员工每年可享受的全薪病假最长为 15 个工作日

7、(女员工)产检假、哺乳假、Working at home

妊娠阶段公司提供带薪产检假 婴儿出后一年之内每天 1 小时的带薪哺乳 假孩子 3 岁内每周一天 Working at home

# 其他福利

- 8、妇女节、端午节、中秋节、春节等节日礼物
- 9、生日福利
- 10、水果饮料等供应

每天2次水果时间

11、特殊午、晚餐

发起或参与各种话题的分享公司赞助餐费

12 Anniversary Gift

员工纪念日礼品卡

13, Buddy lunch

在加入的前 6 个月,享受 Buddy 机制及 Buddy Lunch

14 Sponsor lunch

在加入的 6 个月以后,享受 Sponsor 机制及 Sponsor Lunch

15、Team building团队建设的基金

### 16 Training budget

每年 2000 元的培训经费

17、篮球、足球、乒乓球、美甲、瑜伽、手工、游泳、桌游,Friday drink、家庭日,春秋季户外拓展等员工活动专项基金

备注:以上福利为简要说明,相关细节及变动情况将以公司内部政策为准

# ThoughtWorks Welfare Package

# **Basic Benefits**

## 1. Five social insurances and one housing fund

The percentage for both enterprise and individuals is the same, 12 each. (Starting in July 2019, foreign employees meeting relevant conditions will also be eligible to participate in the housing fund scheme.)

2. Commercial insurance (including employees and their spouses and children)

This coverage provides reimbursement for unexpected injuries, serious diseases, and general medical expenses.

#### 3. Medical examination

Comprehensive medical examination each year

# **Leave Benefits**

#### 4. Annual leave

Minimum 10 days of paid annual leave per year (an employee's entitlement to paid annual leave will increase progressively according to his/her length of service).

# 5. Seniority leave

All employees who have completed 10 years of continuous service at ThoughtWorks are entitled to a 12-week full-pay leave.

### 6. Full-pay sick leave

All employees are entitled to full-pay sick leave for a maximum period of 15 working days each year.

7. (Female employees) prenatal check-up leave, breastfeeding leave, and working at home

Paid prenatal check-up leave during pregnancy; 1-hour paid breastfeeding leave per day within one year after birth of the baby; and one-day working at home per week within 3 years of age of the child.

# Other Benefits

- 8. Holiday gifts for Women's Day, Dragon Boat Festival, Mid-Autumn Festival, Spring Festival, etc.
- 9. Birthday gift
- 10. Canteens

Supply of fruits twice a day

## 11. Special lunch and supper

Those who initiate or participate in various activities can share the companysponsored meals.

## 12. Anniversary Gift

Employee anniversary gift card

## 13. Buddy lunch

Employees during their first six months at ThoughtWorks can enjoy the Buddy mechanism and Buddy lunch.

# 14. Sponsor lunch

Employees after their first six months at ThoughtWorks can enjoy the Sponsor mechanism and Sponsor lunch.

### 15. Team building

Team building funds

### 16. Training budget

An annual training budget of RMB2000/person

17. Special funds for employee activities such as basketball, football, table tennis, manicure, yoga, handicraft, swimming, board role-playing games, Friday drink, family day, spring and autumn outdoor expansion, etc

Note: The above is a brief introduction to the company welfare, and the relevant details and changes are subject to the company's internal policies.