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1.0	Retirement Benefit 1.1 This benefit is designed to motivate staff to render greater efforts for the Company and to stay longer with the Company. 1.2 It also acts as reward and recognition to the staff for their loyalty and contribution towards the organization, and would subsequently provide security to the staff upon their retirement.
2.0	Eligibility 2.1 Permanent staff who joined before 01/01/2009 (MTD Capital Group), 1/1/2009 (Metacorp Group) and 01/10/1995 (MTD ACPI Group). 2.2 Permanent staff who have continuously served the Company for five (5) years and above at the time of retirement. 2.3 Permanent staff who have served the Company, continuously for five (5) years and above but have been medically boarded out. 2.4 Permanent staff who have continuously served the Company for five (5) years and more but died while in the service of the Company before attaining normal retirement age, his/her dependents shall be entitled for the benefit. 2.5 Permanent staff who have served the Company, continuously for five (5) years but decided to resign before his/her retirement age, are not eligible for this benefit. 2.6 Staff whose employment was terminated on grounds of misconduct are not eligible for this benefit. 2.7 In addition, staff employed on a contract basis may not enjoy any retirement benefits.
3.0	Computation 3.1 The computation of the Retirement Benefit for MTD Capital Bhd and Group is based on: <p><i>Last drawn salary x Years of service x Factor based on length of service.</i></p>

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The Retirement Benefit is as follows:

No.	Factor	Length Of Service
1	0.50 Basic salary	5 years but less than 10 years of service
2	1.00 Basic salary	10 years but less than 15 years of service
3	1.25 Basic salary	15 years but less than 20 years of service
4	1.50 Basic salary	20 years of service and above


3.2 The last drawn salary is the average monthly salary for the last twelve (12) months preceding the retirement date.

3.3 The computation of the Retirement Benefit for **Metacorp Group** is based on:

Eligibility	Covered Members	Benefit
All Permanent Staff	Permanent staff employed prior to 1 January 2009 .	The monthly EPF contribution by company is 15% after 2 nd year of service onwards.
Note : The EPF contribution by Company will be reverted to a standard statutory rate upon staff attaining the age of 55 years.		

3.4 The computation of the Retirement Benefit for **MTD ACPI Group** is based on:

Eligibility	Covered Members	Benefit
Supervisory Grade & above	Staff employed prior to 1 October 1995 .	1 month's aggregate basic salary for every completed years of service (YOS).
Group Staff		Additional 4% EPF Employer of total monthly basic salary.
Operative		

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Note :

- YOS for ACP-DMT staff be calculated from **1 July 1995**.
- Payment of retirement benefit will be made to eligible staff upon attaining 55 years of age.
- Operative staff retire on medical grounds, certified by registered medical practitioner shall also be eligible to a retirement benefit payment, subject to minimum five (5) years' service.
- Group staff who voluntarily resigned before the age of 55 years is eligible to receive the retirement benefit, subject to minimum ten (10) years' service.