

Benefits Bulgaria

Benefit	Occurrence
Christmas voucher	Once per year, in the month of December
Flu vaccine	Once per year, whenever requested by employee
Summer gathering	Once per year in order to meet and celebrate
Winter gathering	Once per year in order to meet and celebrate
Working from home	Office attendance of at least 2 days a week
Pizza day	Once a month, in office
Team building events	At least once per year, as arranged by HR and respective Team Manager
Friday drinks	Each Friday, in office
Office equipment allowance	One-time benefit
Breakfast, fruits, tea, coffee, cereal	Daily, in office
Team lunches	Each quarter
Easter hamper	Once per year, in spring

Eye test	If required by employee
Health insurance	Monthly for a whole year
Food vouchers	Monthly, BGN 100

Christmas voucher – In December, HR purchases vouchers that can be used in different stores and distributes them to employees.

Flu vaccine – The employee can buy a flu vaccine and create an expense via my plus in order to reimburse it. This will be reimbursed up to BGN 25.

Summer/Christmas gathering – HR sends an invite prior to the event with more details and employee has to respond in order to attend.

Working from home – During the Covid pandemic 100% of the time (except for employees whose attendance is sometimes needed at the office). In 2022 a gradual return to the office is to be expected and number of home office days is to be discussed.

Team building events - Events or activities are arranged by HR and respective Team Manager at least once a year. **If you are in your notice period, you cannot use this benefit.*

Friday drinks – You can use a beer/cider/fizzy drink after 5 p.m. on Fridays at the office. All those are in the fridges on both floors.

Office equipment allowance – One-time allowance to use as per the [Office equipment policy](#). You can buy whatever you need for your home office – desk, chair, monitor, mouse, headphones and submit an expense via my plus. You will be reimbursed up to BGN 150. ** If you are in your notice period, you cannot use this benefit.*

Breakfast, fruits, tea, coffee, cereal – There are fruits, coffee, tea at the office to be used daily

Team lunches – The employee has an allowance of BGN 25 to be used for food each quarter during a team gathering as per the Team lunch policy - <http://myplus/SharePlusArticle.aspx?ArticleID=858>

Easter hamper – A special surprise gift, arranged by HR

Eye test – The employee can go to an eye test and then claim the expense via my plus for up to BGN 50, presenting a receipt/invoice for an eye examination.

Health insurance – The company signs a contract with an additional health insurance provider for one year and each employee receives coverage on monthly basis. New employees are automatically enrolled in the month following the month in which they start and receive basic coverage. Employees with tenure above 1 year are automatically enrolled and receive higher coverage, including dental insurance and medicines reimbursement. Leavers receive coverage until the end of the month in which they leave the company. Details are saved [here](#).

Food vouchers – Food vouchers are BGN 100 per month (procured from Tombou) and are distributed by HR only at the office. Employees who do not have any working days in the respective month are not entitled to food vouchers. Vouchers will have to be collected in the same month and cannot be collected in advance or in the future months. If not collected during the respective month, the employee will not be entitled to the vouchers of the month (ex. You cannot collect your vouchers for September in August, and you cannot collect vouchers for both September and October in October). Vouchers are collected only by the employee themselves, against signature. Vouchers are not subject to taxes. You can find stores where you can use them [here](#).

Recognition Plan Bulgaria

Length of service	Recognition perk	Occurrence
1 year	2 reward vacation days	Yearly
	Dental insurance included in the health insurance	Monthly
2 year	1 reward vacation day	Yearly
	Multisport card	Monthly
3 year	1 reward vacation day	Yearly
	Gift-card allowance – 300 BGN (taxes will be applied)	One time
4 year	Never work on your birthday again (or the Monday after, should your birthday fall on a weekend or a bank holiday)	Yearly
	Champaign or chocolates	One time
5 year	Spa retreat/massage vouchers for two	One time
6 year	1 reward vacation day	Yearly
	Gift-card allowance - BGN 500 (taxes will be applied)	One time
7 year	Gift-card allowance - BGN 650 (taxes will be applied)	One time
8 year	1 reward vacation day	Yearly
	Gift-card allowance - BGN 650 (taxes will be applied)	One time

9 year	Happy plus day - extra one-off holiday	One time
	Gift-card allowance - BGN 700 (taxes will be applied)	One time
10 year	Long weekend – extra two days holiday	One time
	Spot bonus - BGN 4000 (taxes will be applied)	One time
15 year	Reward leaves 1 month	One time

Further information:

- Additional health insurance with Dental insurance

Our additional health insurance vendor is Uniqa. You can receive more information about their coverage and reimbursement conditions [here](#) and from the HR team.

- Multisport

The company covers BGN 50 for the card, but since this is a taxable benefit, there is a small amount for the employee to pay too. HR will contact you with details once you are eligible for this.

- Gift-card allowance

You will receive a gift card allowance for Emag.

- Reward vacation days

You are entitled to reward vacation days on top of your contractual holidays for the calendar year.

You need to take the reward holidays first as they cannot be transferred to the next year. Only standard holidays can be transferred to the next year (up to 10 days).

The reward holidays are not subject to reimbursement when an employee resigns the company. Once an employee resigns, they are not entitled to use reward holidays.

Reward holidays cannot be transferred to the next calendar year if you are on maternity leave for the whole calendar year.

- Never work on your birthday again

Before booking your day off on your birthday speak with HR to add it in my plus.

- Happy plus day/ Long weekend

Before booking the days off speak with HR to add the respective number of days to my plus.

- Spa retreat/massage voucher

HR will speak with you and together organise this.

Additional notes:

- 1) All recognition perks in this document are valid for Bulgaria only.
- 2) We reserve the right to make changes or to withdraw the recognition perks programme at any time.
- 3) One time perks cannot be redeemed retrospectively.
- 4) We do not offer cash alternatives (for example, if you choose not to take up dental insurance, we are not able to provide an alternative perk).
- 5) Some perks may incur tax/National Insurance deductions.
- 6) You will not be entitled to the respective recognition perk if:
 - you reach the respective tenure and you are in your notice period.
 - you have received a disciplinary warning within a period of 6 months before you reach the respective tenure.