



ALPHABET

Hi Türkmen,

As we've already expressed, we would really like you to join our team in the role of Java Team Lead!

After speaking to you on the phone we have decided to make you an improved offer.

BMW Nederland would like to offer you an employment contract for an indefinite period, with a two month period of probation. Your base salary will be **€ 6.300 gross per month** based on a full-time contract (39 hour per week). Start date: 1st of August 2023 (or earlier if possible).

In addition, below you will find some of the other details and main benefits which are applicable. More detailed information can be found in our employee benefits document (also enclosed).

- 24 vacation days & 6 ADV days (so total of **30 days** free);
- Connected Works policy (flexibility in working from home and the office);
- Yearly salary raise based on Personal Portfolio score;
- **Personal bonus**, based on personal goals and development (April);
- **Company Bonus**, based on commercial results of the organisation (June);
- 8% holiday pay (May);
- Pension plan, with 6,85% personal input and employer input based on employee age;
- Job position: Information / System Analyst
- Function level: FL V (salary can still grow up to € 6568,-)
- Personal grade: 7 (salary band: € 4.111,- euros to € 6568,- euros)
- **Car lease plan** (called the DW1 Policy)

Your yearly base salary including holiday pay would be **€ 81.648,-** gross based on a fulltime work week.

The Personal bonus and Company bonus on average amount to 2,46 months salary, combined. In reality, this can be higher or lower. Adding this anticipated bonus amount to your base salary would amount to a total yearly financial value of **€ 97.146,-** based on a fulltime work week. In this calculation, we have not added the yearly value of pension or other variables.

We trust that we have made a suitable proposal to you to join BMW Nederland B.V. and we are looking forward to a positive response. If you have any questions, please let me know.

Kind regards,

Mike Raaijmakers

HR for YOU. Passion for People and Places.

BMW Group

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