

## **Benefits Information Package**

### **Government Required Benefits**

**\* National Instruments pays for the individual part of the government required benefits as well as the company part. Please refer to the attached benefits sheet for more details.**

- 1) Pension 养老保险
- 2) Maternity Medical Insurance 生育保险
- 3) Unemployment insurance 失业保险
- 4) Medical insurance fund 医疗保险
- 5) Occupational Injury Insurance 工伤保险
- 6) Accumulation housing fund 住房公积金

### **Supplemental Benefits**

**\* All benefits in the offer letters are subject to further changes with notice.**

- Supplementary Accumulation Housing Fund (optional)
- Lunch Allowance (520 RMB/Month, Pre -tax)
- Only Children Allowance(30 RMB/Month who meet related requirements ,After-tax )
- Oral Hygiene: Once a year
- Vacation: 10 days in the first working year and one day addition for every working year (not applicable within first 6 months employment). For more details about vacation policy, please refer to the employee handbook which will be provided on the first working day.
- Sick Leave: one day per month with full payment. For more details about sick leave policy, please refer to the employee handbook which will be provided on the first working day.
- Training: internal and external training, overseas training (overseas training is with regard to specific position and individual performance).
- Company performance bonus (0%-15%)
- Reimbursement for advanced studies upon manager's approval
- Service Award: award for employees with 5, 10, 15, 20 years of employment at NI.
- Other Benefits: NI selects the comprehensive benefit package for employees from FESCO 外服.

