



上海恩艾仪器有限公司
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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.



上海市对外服务有限公司(2015年度) 各类社会保险、综合保障及各类服务说明

序号	项目	封顶基数	比例	费用	说明				备注
					企业	费用	个人	费用	
1	养老保险	16353.00	29.00%	4742.37	21.00%	3434.13	8.00%	1308.24	1.按本人上年度月平均工资核定缴纳社会保险及住房公积金的基数; 2.上年度月平均工资超过全市上年度月平均工资300%的，按全市上年度月平均工资的300%核定； 3.上年度月平均工资低于全市上年度月平均工资60%，按全市上年度月平均工资的60%核定； 4.首次参加工作或变动单位的员工，按本人首月全月工资性收入核定基数。
2	医疗保险	16353.00	1.00%	151.08	1.00%	163.53	0.00%	0.00	
3	失业保险	16353.00	2.00%	302.16	1.50%	245.30	0.50%	81.77	
4	工伤保险	16353.00	0.50%	75.54	0.50%	81.77	0.00%	0.00	
5	生育保险	16353.00	13.00%	1964.04	11.00%	1798.83	2.00%	327.06	
6	住房公积金	16353.00	14.00%	2115.12	7.00%	1144.71	7.00%	1144.71	
	小计		59.50%	9350.31	42.00%	6868.26	17.50%	2861.78	

(二) 综合保障

序号	项目	说明
1	人身保障	意外(除交通) 身故最高给付100万；意外伤残按残疾程度最高给付100万；交通意外身故最高给付100万；疾病身故最高给付20万；意外医疗和交通意外医疗最高给付10万。 详见 http://www.efesco.com/others/book0705/chplan2.htm
2	医疗保障	门急诊和住院费用，医保范围个人自负部分给付100%，给付不封顶（三十种重大疾病除外）；生育保险范围产检及分娩超出生育医疗定额补贴以上的费用给付100%，给付不封顶。详见 http://www.efesco.com/others/book0705/chplan3.htm
3	重大疾病	参保后初患三十种重大疾病的个人自负部分给付100%，给付不封顶，且同时给付补贴5万元。 详见： http://www.efesco.com/others/book0705/chplan5.htm
4	住院补贴	依参保选项约定分别给付每天100元，每一保障年度给付天数累计不超过180天。 含生育补贴、意外补贴、慢性病补贴等所有合理且必要的住院。详见： http://www.efesco.com/others/book0705/chplan6.htm
5	独生子女保障	参加当地居保对象已由医保统筹支付的门急诊和住院费用，个人自负部分100%给付，给付不封顶；未参加当地居保的，给付符合当地医保范围内个人自负部分的50%，给付不封顶；托费每月给付最高50元。详见： http://www.efesco.com/others/book0705/chplan7.htm
6	黄金体检保健	保健中心就诊，著名专家咨询，健康保健援助，年度健康体检（D套）。日常疾病药品按保健中心就诊处方发放（每月20元）。详见： http://www.efesco.com/event/med/medindex.jsp
7	家庭财产保障	赠送家庭财产保障2万元（限上海地区）。

(三) 配套服务

二、费用类别		
1	慰问与联谊	节日慰问，中秋礼盒，联谊活动，生日礼券等。
2	档案保管	人事档案保管费、政审费。