



Czech



EMEA Benefits

Our online resource for EMEA Benefits can be found here:

www.laitrambenefits.com/emea-benefits



Meet Modbot, your appendix guide

Vacation

Statutory Vacation Days

20 per holiday year. All days are carried over to the following year

The employee receives holiday pay during taken days. This is the employee's total income of the previous quarter divided by the number of hours worked. The averages are recalculated at the end of December, March, June and September.

Above-statutory Vacation Days

5 days per holiday year. All days are carried over to the following year.

The employee receives holiday pay during taken days.

Holiday Year

January 1–December 31

Bank Holidays

- New Year's Day
- Good Friday
- Easter Monday
- Labour Day
- Liberation Day
- Saints Cyril and Methodius' Day
- Jan Hus Day
- Czech Statehood Day
- Independence Day
- Freedom and Democracy Day
- Christmas Eve
- Christmas Day
- St Stephen's Day/ Second Day of Christmas

Pension

State Pension

Both employers and employees are required to make contributions to the Czech social security funds to obtain pension, sickness and unemployment cover. The first pension pillar: basic pension insurance scheme is funded by contributions to the Czech social security scheme by both the employer and employee. The calculation and payment of the pension is made by the Czech Social Security Administration (CCSA).



Supplementary Pension Scheme

Intralox provides supplementary pension contribution. Supplementary pension scheme allows investment and creates a financial reserve for retirement.

Intralox contributions amounts to CZK 2,000 net per month to the employee for the plan. The minimum contribution for the employee is CZK 100 per month and the employee may increase personal contribution.

Health Insurance

State health insurance

Intralox contributes to the compulsory Czech social health insurance system with universal coverage such as preventive care, diagnostic care, hospital care, basic dental and medicines. The employee and Intralox contribute a total of 13% of the employee's gross salary to the national health care system.

Business Travel (GeoBlue)

Free benefit

The benefit covers costs for medical treatment and hospital services due to injuries for Intralox employees who travel for business purposes outside their country of residence or permanent assignment.

Life and Accidental Death & Dismemberment (AD&D) (MetLife)

Free benefit

The MetLife Insurance provides peace of mind and a lump sum for an employee's loved ones in the event of loss of life, hands, feet or sight of eyes whilst employed at Intralox.

The benefit is 2 x employee's annual earnings with a minimum benefit of \$50,000 and maximum of \$300,000. Benefit levels are reduced by 35% at age 65 and an additional 15% at age 70.

Employee Assistance Program (Health Assured)

Free benefit

The Employee Assistance Program (EAP) is a voluntary and completely confidential service provided to all Intralox's employees and their eligible family members to help meet the challenges of life. An EAP is a valuable resource that can help identify and resolve many workplace, family, social, economic, and mental health concerns.

Other perks

- Company car – (Field Sales / Aftersales)
- Home Office set up budget: one-time expense budget of € 850 to purchase home office furniture such as a desk, chair, lighting or sit-stand desk converter
- Years of Service Award:
 - 5 yrs = € 50
 - 10 yrs = € 120
 - 15 yrs = € 200
 - 20 yrs = € 300
 - 25 yrs = € 500



