





# EMEA Benefits

Our online resource for EMEA Benefits can be found here:

[www.laitrambenefits.com/emea-benefits](http://www.laitrambenefits.com/emea-benefits)



*Meet Modbot, your appendix guide*

# Vacation

## Statutory Vacation Days

20 days per holiday year, excluding 9 bank holidays. All days are carried over to the following year.

## Above-statutory Vacation Days

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

## Holiday Year

April 1–March 31

## Bank Holidays

- New Year's Day
- St Patrick's Day
- Easter Monday
- May Bank Holiday
- June Bank Holiday
- August Bank Holiday
- October Bank Holiday
- Christmas Day
- St Stephen's Day

# Pension

## State Pension

There are two main types of state pension: the contributory state pension, which is based on the social insurance (Pay Related Social Insurance, PRSI) record and the non-contributory state pension, which is a means-tested payment. Employees can apply for both but cannot claim both pensions at the same time. The social security system is compulsory and funded by contributions from employers and employees.

## Supplementary Pension Scheme

A Personal Retirement Savings Account (PRSA) is a long-term savings account, designed to help people save for retirement. Intralox contributes annually

in April, 5% of employee's gross salary by paying PRSA contributions under the net pay arrangement when calculating tax.



## Health Insurance

### Public health insurance

The public health care system is governed by the Health Service Executive (HSE). It provides health and social services to EU/EEA or Swiss nationals and residents of Ireland. The health care system is funded by general taxation and subsidized fees for service. People who are not entitled to a Medical Card must pay fees for certain health care services.

### Private health insurance

The total costs of the employees own private health insurance of personal choice are allowed to be reimbursed via the standard expense channel. The reimbursement of Intralox is accounted as taxable income.

## 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



