

# Salesforce New Zealand Employee Benefits



At Salesforce we believe a huge factor in our success is our employees. We want our employees to feel successful and happy at work by providing a variety of benefits to assist you in achieving a balanced lifestyle.

## Health, Wellness and Retirement

- **Medical Insurance:** Comprehensive hospital and extras cover is available for employees and their dependents through Southern Cross. Salesforce fully funds the insurance and employees may upgrade at their own cost.
- **Health Checks:** Annual flu shots and skin cancer checks are offered during the winter and summer seasons when you need it most!
- **Wellness Reimbursement Program:** Salesforce will reimburse up to **NZD 150 a month** towards wellness related expenses such as gym memberships and massages. This amount is a combined amount for your household, so you can claim items for your family.
- **Retirement Fund:** Employees are eligible for statutory employer contributions to your selected KiwiSaver scheme. Save for the future by making personal contributions of 3, 4 or 8%.
- **Group Insurances:** Receive company-paid income protection, trauma, life and terminal illness insurances.
- **Employee Assistance Program (EAP):** The EAP provides you and your family with confidential help regarding personal issues that can affect your well-being. You and your family are eligible for up to 6 face-to-face counseling visits, per 12-month period, per issue type.
- **International Travel Insurance:** All employees and their families (travelling with the employee) are covered by our International SOS Emergency Travel Assistance Program (ISOS) and travel insurance programs, for both business and personal travel.
- **Salesforce Moves 4 Million Miles:** Join the challenge! Run, walk or swim with your family, friends, coworkers, or sign up for races. Our goal is to log 4 million miles by the end of FY18. Download the Movecoach Million Miles Challenge app in the Apple or Android store and sync to your favourite device.
- **CAREforce:** CAREforce is our health and safety employee engagement program at Salesforce. You'll find everything you need to know on the CAREforce chatter group including emergency response tips and training.

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## Leave and Flexible Working

- **Annual Leave:** Employees are entitled to four weeks of paid annual leave for each year of service based on their ordinary hours of work. After 12 months service employees may request up to 10 days advanced paid leave and 10 days advanced unpaid leave when they have no accrued leave remaining.
- **Medical Leave:** Employees are entitled to 10 days paid sick and carer's leave for each year of service, based on their ordinary hours of work.
- **Parental Leave:** Salesforce offer primary caregivers 26 weeks paid parental leave and secondary caregivers 12 weeks paid parental leave, at minimum 80% OTE. Paid leave is for employees with minimum 12 months service and is inclusive of applicable Government entitlements.
- **Marriage Leave:** Employees are entitled to 2 days paid marriage leave.
- **Other Leaves:** Per legislation, eligible employees are entitled to community service leave, and public holidays.
- **Compassionate Leave:** Should you have a death in your immediate family Salesforce will support you by giving you up to 5 days paid time off.
- **Flexible Work:** Employees may request flexible working arrangements such as working from home, part time arrangements, flexible hours or even long term personal leave.
- **Volunteer Time Off:** Salesforce provides 7 days off for your volunteering activities.

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## Discounts and Lifestyle Benefits

- **Employee Stock Purchase Plan (ESPP):** You have the chance to buy Salesforce shares and benefit from the success of Salesforce, with a 15% discount on the purchase price. Please refer to the ESPP Chatter group for more information.
- **Education Reimbursement:** You can claim up to **NZD 8,000** per annum on courses through accredited institutions which are work related and pre-approved. Check out the APAC education reimbursement policy for more details.
- **Malama Employee Discounts:** Access exclusive discounts from over 350 retailers across New Zealand.
- **Baby Bonus:** To celebrate and share the joy of your newborn baby's birth, Salesforce will provide you with a **NZD 250** baby bonus. Please log a ticket in concierge and attach your newborn's birth certificate.
- **Global Adoption Assistance Program:** Employees are eligible for reimbursement of eligible adoption expenses up to **NZD 13,000**.
- **Employee Referral Bonus:** We are rapidly expanding and we are constantly on the lookout for the top talent around the globe. For each successful introduction you make, you'll receive **USD 2,000** referral bonus.

*Note: Benefits will be updated in line with legislation and non-legislated benefits are at the discretion of the company.*