

# Salesforce South Korea 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:** Cover is for employees and their dependents and includes:
  - Outpatient Medical and Specialist Coverage
  - Group Hospital & Surgical Coverage
  - Group Major Medical Coverage
  - Group Term Life Coverage
  - Personal Accident Insurance
  - Group Dental plan (*covers employee only with the option to add dependents at your own cost*)
- **Executive Health Screening:** A variety of tests are available for employees. Eligibility for the Executive Health Screening is once per year for employees aged 40 & above; or once every 2 years for those aged 39 & below.
- **Wellness Reimbursement Program:** Salesforce will reimburse up to **KRW 120,000 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.
- **Vision / Dental / TCM Reimbursement:** Salesforce provides an entitlement of **KRW 350,000 annually** (1 February to 31 January as per our financial year) which can be used for either Vision, Dental or Traditional Chinese Medicine. Please submit your claims via the Wellness Reimbursement Request link in Concierge.
- **Korea Social Insurances:** Both employer and employee make monthly contributions to social insurances such as National Pension, Industry Accident Compensation Insurance, Employment Insurance and National Medical Insurance.
- **Retirement Fund:** Entitlements per legislation
- **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 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:** You accrue 15 paid days per year for the first year of service. An additional 1 day per year of service is earned up to a maximum of 25 paid days. Maximum 5 days leave will be carried forward. 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:** You are eligible for 14 paid sick leave days per year. If hospitalization is required, total sick leave is capped at a maximum of 60 paid days.
- **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 inclusive of applicable Government entitlements.
- **Marriage Leave:** Employees are entitled to 2 days paid marriage leave.
- **Family Care or Childcare Leave:** Employees can request 30-90 days unpaid family care leave to care for a family member, and employees with over 1 year service are eligible for up to 12 months unpaid childcare leave.
- **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.
- **Menstruation Leave:** One day unpaid leave per month is available for employees as required.
- **Volunteer Time Off:** Salesforce provides 7 days off for your volunteering activities.
- **Flexible Work:** Employees may request flexible working arrangements such as working from home, part time arrangements, flexible hours or even long term personal leave.

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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 **KRW 5,250,000** per annum on courses through accredited institutions which are work related and pre-approved. Check out the APAC education reimbursement policy for more details.
- **Baby Bonus:** To celebrate and share the joy of your newborn baby's birth, Salesforce will provide you with a **KRW 295,000** 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 **KRW 7,600,000**.
- **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.*