

# Salesforce Australia 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:** Top level hospital and extras cover is available for employees and their dependents under GU Health. Salesforce funds up to the base tier rebate amount. A personal contribution may be required based on your eligibility for the rebate.
- **Health Checks:** Annual flu shots and skin cancer checks are offered in the Sydney and Melbourne offices during the winter and summer seasons when you need it most!
- **Best Doctors:** You and your family\* can get expert medical second opinions for free! Best Doctors provides the guidance and reassurance needed when facing challenging medical situations.
- **Wellness Reimbursement Program:** Salesforce will reimburse up to **AUD 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:** Save for the future by joining the default Salesforce Superannuation Fund managed by Colonial, and take advantage of company paid fees and minimum My Super insurance cover.
- **Group Insurances:** Receive company-paid salary continuance, life and total permanent disability insurances.
- **Financial Wellness:** Seek expert support on financial matters including superannuation, insurances and retirement planning.
- **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.
- **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.
- **Sick and Carer's 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.
- **Domestic and Family Violence Leave:** Employees can take up to 10 days paid leave per year (inclusive of legislative entitlements)
- **Other Leaves:** Per legislation, eligible employees are entitled to long service leave, 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 **AUD 7,400** 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 Australia.
- **Novated Lease Agreements:** Lease a vehicle and pay for your motor vehicle running expenses and lease repayments as part of your salary package through Custom Fleet and Salesforce will deduct the lease payments from your pre-tax salary.
- **Sleepio:** Can't sleep? We've partnered with the sleep experts at Sleepio to help you unlock the best sleep of your life. Sleepio is a digital sleep improvement program, scientifically proven to work.
- **Baby Bonus:** To celebrate and share the joy of your newborn baby's birth, Salesforce will provide you with a **AUD 250** baby bonus. Please log a ticket in concierge and attach your newborn's birth certificate.
- **Global Fertility and Adoption Assistance Program:** Employees are eligible for reimbursement of eligible fertility and adoption expenses up to **AUD 10,000**.
- **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.*