

Salesforce India 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

- **Group Medical Insurance:** Health insurance covers your immediate family (up to 2 children) and 2 parents. Coverage includes inpatient, hospitalisation, maternity and pre-existing conditions. Cover renews annually 1 August.
- **Health Checks:** Employees can make an appointment for a comprehensive health check via the online Religare corporate portal.
- **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 **INR 5,000 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 Reimbursement:** Salesforce provides an entitlement of **INR 15,000 annually** which can be used for either Vision or Dental. Please submit your claims on a quarterly basis via the Wellness Reimbursement Request link in Concierge.
- **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.
- **Retirement Fund:** All full time employees can contribute up to 12% of their annual base salary towards contribution to Provident Fund. Salesforce will contribute 13.61% of your base salary to the fund via 4 different contributions.
- **Other Insurances:** Employees are also entitled to Group Personal Accident and Term Life Insurance in case of permanent total or permanent partial disablement, temporary total disablement or death. Employees are insured to up to three times their annual base salary.
- **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.
- **Day Care:** Employees can enrol their children into any of the KLAY centres across our 4 locations. Seats are limited and will be allocated by KLAY as available. Salesforce will cover the monthly tuition fee and annual fee for this program with KLAY.

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Leave and Flexible Working

- **Annual Leave:** 20 paid leave days per year. Up to 30 days of unused accrued annual leave will be carried forward to the next year. 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:** 12 paid days per year to use towards sick leave. Unused leave will not be carried forward.
- **Casual Leave:** 12 paid days per year to use towards casual leave for unexpected contingencies. Unused leave will not be carried forward.
- **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 80 days service and is inclusive of applicable Government entitlements.
- **Marriage Leave:** Employees are entitled to 2 days paid marriage 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.
- **Other Leaves:** Per legislation, employees are entitled to applicable public holidays.
- **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 **INR 350,000** per annum on courses through accredited institutions which are work related and pre-approved. Check out the APAC education reimbursement policy for more details.
- **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 **INR 6,000** baby bonus.
- **Global Fertility and Adoption Assistance Program:** Employees are eligible for reimbursement of eligible fertility and adoption expenses up to **INR 165,000**.
- **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.