

# Salesforce Singapore 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

- **Insurances:** 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*)
- **Flexben:** Every year employees get 1500sgd worth of flex credits, which they can use to make informed choices on top up insurances and a variety of medical related expenses.
- **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 **SGD 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:** Central Provident Fund (CPF) is a comprehensive social security savings plan that enables employees who are Singapore citizens or permanent residents to set aside funds for retirement. Both employer and employee make monthly contributions to the CPF fund.
- **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.

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## Leave and Flexible Working

- **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.
- **Annual Leave:** You accrue 20 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. A maximum of 10 days of untaken annual leave can 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:** You are eligible for 14 paid sick days leave 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 for employees with minimum 3 months service and is inclusive of applicable Government entitlements.
- **Childcare Leave:** For employees with children aged 12 and under, 6 days paid leave is available, and 6 days unpaid leave.
- **Marriage Leave:** 3 days of paid Marriage Leave will be granted
- **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. See policy in Concierge for eligibility.
- **Other Leaves:** Per legislation, eligible employees are entitled to military leave and public holidays.
- **Volunteer Time Off:** Salesforce provides 7 days off for your volunteering activities.

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## Discounts and Lifestyle Benefits

- **Flexible Work:** Employees may request flexible working arrangements such as working from home, part time arrangements, flexible hours or even long term personal leave.
- **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 **SGD 7,500** 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 **SGD 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 **SGD 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.*