

# Benefits 2021

The annual sum of benefits that the employee can obtain from Commerzbank amounts roughly 34.000 CZK.

The employee must actively request and take advantage of the named benefits.

- **Flexible working time** – Generally, the employee is obliged to fill the whole quota of working hours during the whole month, the obligatory working time being from 10 am to 3 pm, the optional working time being from 7 am to 8 pm. This rule is conditioned by the needs of respective departments.
  - **6 weeks of vacation** - The employer provides its employees 2 extra weeks of vacation per calendar year beyond the legal entitlement.
  - **Meals contribution** – A tax free contribution to salary is provided in a total amount of 66 CZK per workday from Employer.
  - **Old age pension insurance contribution** - 600 CZK per month is contributed to state supported pension scheme (důchodové připojištění) upon the employee's application (After probation period)
  - **Home office** - The employer can allow the employee to work remotely from home. The decision of allowing Home Office is in competency of the responsible manager and is governed by Policy.
  - **Language lessons, professional training** – support of language education and professional training can be agreed with the respective line manager according to the specific needs and relevance (After probation period)
  - **Contribution to studies** - Employer in justified cases supports the employees in their university studies up to covering the whole cost of 3-5 years of studies
  - **Bank contribution to the state benefits in case of illness** - In case long-term illness the employer supports the employee up to 30 working days per year by 100% salary compensation (After probation period)
  - **Sick days** - Employees can take maximum of 2 working days off per calendar year (= Sick days) in a row, max. 6 sick days per calendar year, due to illness without presenting a medical certificate, with 100% salary compensation. (After probation period)
  - **A system of benefits in cafeteria style** - The employee can choose between more options how to use the contribution of 4.800 CZK per year (After probation period)
  - **Contribution to public transportation costs** – Employees can redeem 100% of the annual ticket for public transport (After probation period)
  - **Multisport Card** – employer supports good work-life balance and personal health and offers employee Multisport Card with employee's contribution 350 CZK/card/month. On top of it employee can order 1 accompanying card for an adult for 800 CZK per month. (After probation period)
  - **Contribution to families for children summer camps** - Children of employees up to 15 years can be granted contribution of 2.300 CZK per child per year
  - **Reward for recommending of a new employee** – If a new employee recommended by you is hired you are entitled to the reward of 50.000 CZK gross after his probation period.
  - **Company parties and events** - Employees are invited to enjoy with us employee events organized by the bank
  - **pme-familienservice** – The employer offers services and support of pme-familienservice – namely phone helpline (mainly in the cases of childcare, eldercare, family problems etc.)
  - **Rewards for good work done** - Based on the decision of their managers, the employees can be rendered cinema vouchers, vouchers to restaurant or holiday vouchers for exceptional work achievements
  - **A gift when a child is born** - In case of child birth the mother or father gets a small gift for her or his new born baby
  - **A gift of 4.000 CZK net for marriage** – The employer renders financial contribution to newly married couples
  - **Water, coffee and tea** - Water, coffee and tea are available for employees for free in fully equipped kitchenettes.
  - **Vouchers for books** – The employer presents book vouchers at Christmas time for children up to 15 years of age (300 CZK per child)
  - **Work anniversary** – The employee is presented a reward every 5 years of employment with Commerzbank
  - **Unpaid leave** - Employee has a possibility in accordance to the respective Labour Law regulations to ask employer for providing of an unpaid leave. One of the prerequisites is that his vacation entitlement (corresponding number of days) is for the period, for which he is asking the unpaid leave, already used. In the vacation entitlement is counted also all the remaining vacation from the last year. (After probation period)
  - **Relocation allowance** – is provided for employees moving for the job to Prague or Brno. This benefit is fully governed by respective Policy (within Probation period)
- Partners special offer:**
- **mBank** – special conditions can be offered by mBank for Commerzbank employees
  - **10% discount for PAUL restaurant** – Employees receive a discount if they show their Commerzbank ID
  - **30% discount in Franck Provost salons** – for hairdressing, Decléor skin and body treatments and Essie manicure
  - **T/Mobile** - special tariffs for employees