

Brazil Benefits in Brief

For Regular Employees

Updated: September 2019

Medical Plan

- Level offered according to employee's job level
- Offered to employees and dependents
- Employees and their dependents contribute to the plan (copayment/cost sharing)

Dental Plan

- 1 level of Plan
- Voluntary participation
- Offered to employees and dependents
- Employees and their dependents contribute (copayment/cost sharing) only on orthodontic services

Life Insurance

- Natural and Accidental Death
- Functional Disability Due to Illness
- Permanent Total or Partial Disability Due to Accident
- Cover natural death for spouse/husband and children older than 14 years old
- Funeral assistance for employee and dependents

Retirement Plan

- Defined Contribution Plan
- Company matches employee's contributions
- Voluntary participation

Meal Voucher

- Fixed Amount offered on a monthly basis
- Employee contributes

Flexible Benefits Program

- Monthly quota according to employee's job level
- Employee choose how to spend their quota using a Benefits Menu

Day-Care

- Monthly reimbursement of 70% up to minimum government salary of the daycare center or nanny, up to when child reaches 2 years old
- Voluntary participation

Transportation

- Public transportation, shuttle bus or parking garage is offered to employees
- Employee contributes only with public transportation

Employee Stock Purchase Plan

- Global Program
- Contributions are deducted automatically from payroll on a monthly basis
- Voluntary participation

KRB – Profit Sharing

- Global Program
- Offered in June and December

Loan

- Parcels are deducted automatically from payroll on a monthly basis
- Voluntary participation

Christmas Bonus

- 1 salary paid in two parcels at the end of the year

Vacation Bonus

- 30 calendar days
- 1/3 salary paid at vacation
- Can sell 10 days to the company

Educational Assistance

- Promote employee's growth and productivity improvement
- Offered according Business needs

Long Term Sick Pay

- Provides economic support to employees who are unable to work due to illness or injury
- Social Security (INSS) is engaged