

# Mexico Benefits in Brief

## For Regular Employees

Updated: October 2019

### Grocery Vouchers & Salary Integration

- Receive part of base salary as Grocery Voucher taxed-free
- Up to the maximum per law, based on UMA (Unidad de Medida y Actualización)

### Christmas Bonus

- 1 target salary paid in November for a full worked calendar year (or proportional)

### Saving Fund

- Annual investment from January to November
- Up to 13% of base salary (or to the maximum per law)
- Company matches employee's contributions
- Total is paid tax-free in December

### Meal Support

- Monthly support of MXN 730 paid thru payroll.

### Retirement Fund

- Monthly bonus equal to 10% of target salary and employees can invest 1% to 10% of this bonus in Keysight's Retirement Fund.
- Company matches 50% of employee's contributions
- If choose not to invest, the amount will be paid monthly as a "Retirement option bonus" and will be taxed.
- Voluntary participation

### Vacations & Vacation Bonus

- 20 vacation days since start date (proportional on the 1st year)
- Vacation bonus of 80% based on target salary

## Holidays

- Total of 12 paid holidays per year (7 of them are mandator per law)

## Paid Leaves

- Marriage: 5 days
- Maternity Leave: 1 day for every 2 vacations days accrued (up to a maximun of 12 days)
- Paternity: 5 days
- Death of direct relatives: 2 days

## Major Medical Expense Insurance

- Offered to employees and dependents (children up to 25 years old)
- No cost for employees

## Life Insurance

- No cost for employees

## Incapacity due to illness or Injury

- Provides economic Support to employees who are unable to work due to illness or injury  
No cost for employees

## Employee Stock Purchase Plan

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

## Educational Assistance

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

## KRB – Profit Sharing

- Global Program
- Offered in June and December