

CTCS 薪酬福利

- **Salary:** The monthly salary is paid at the end of each month.
工资：月薪制，在每月月底发放当月工资。
- **Visa:** The company pay the visa fees for employees and their families (*families visa depends on job grade*).
Excellent employees have the opportunity to obtain the golden visa provided by the government.
公司承担员工及家属的签证费用。优秀员工有机会获得政府提供的黄金签证。
- **Insurance:** The company purchases medical insurance and accident insurance for employees and their families (*families insurance depends on job grade*).
公司为员工及家属购买医疗保险和意外保险。
- **Children education allowance** (*depends on job grade*): The company provides annual education allowance of 20,000 AED to employees with children attending school in Abu Dhabi.
公司为有子女在阿布扎比上学的员工提供每年 2 万 AED 的教育补助金。
- **Bonus:** Depending on company profitability and individual performance.
根据公司盈利和个人绩效，每年另有大约相当于 2 个月月薪的年度奖金。
- **Air tickets:** The company provides employees with return air tickets every year (paid with salary as per standard).
公司每年为员工提供一套回国机票（以补贴形式随工资发放）。
- **Arrival flight ticket:** The company reimburses the international flight tickets for new employees onboarding and resignation.
路费：公司对新员工前来报到和员工离职归国的国际段机票予以报销。
- **Arrival Hotel:** The company offers new employees 21 days of hotel accommodation once onboard.
酒店：公司为新员工提供 21 天的酒店住宿作为过渡。
- **Relocation allowance:** The company reimburses the extra luggage fee and the international express fee for the new employee moving from abroad to the UAE, 10% of the monthly salary, with a ceiling of 5000AED.
安家费：公司对新员工从国内搬家来阿联酋的行李运输费、搬家国际快递费予以报销，月薪的 10%，上限 5000AED。

- **Annual Leave:** The company provides employees with 24 working days of paid vacation each year.
公司每年为员工提供 24 工作日的带薪假期。
- **Mobile bill allowance** (depends on job role): The company provides SIM card or fixed amount allowance according to different job roles.
话费：公司根据岗位不同，给予员工不同额度的电话费。
- **Gratuity:** The company provides gratuity (21 days basic salary per year) to employees, who serves company for more than 1 year. Employees will get it when the contract is terminated.
答谢金：在职超过 1 年的员工将在合同终止时获得相当于每年 21 天基本工资的答谢金。
- **Tea & snacks:** The company provides employees with snacks and hot/ cold beverages (fresh fruit, juice, cola, coffee, tea) and kitchen equipment in the office pantry.
公司为员工提供茶水间免费冷热饮料（新鲜水果、果汁、可乐、咖啡、茶），零食和厨房设备。
- **Training:** The company organizes internal training once a month in the office.
公司每月一次组织内部培训。
- **Activities:** Employees Birthday Parties and various special festivals include "Holiday Afternoon Tea Party" are held every month in the office.
每月举办员工生日会，各类特色节日有“节日下午茶会”
- **Team building:** The company organizes team building activities every week.
公司每周组织一次团队建设活动。
- **Meals:** The company currently provides free breakfast and buffet lunch if you working in the office.
公司目前提供免费的早餐、午餐自助、加班夜宵。

The above benefits are applicable to employees in Abu Dhabi only.

以上薪酬福利适用于常驻地为阿布扎比的员工。