



FRANCE

# Employee Perks & Benefits



## Fitness

Contribution up to a maximum of **€30/month** (before tax)



## Yoga

Free 2 times a week



## Learning

- Reimburse 65% of your class costs (after completion), **up to €1,000/year**
- **€150/year** of the learning budget can be used for reading materials



## Life & Permanent Disability Insurance

1.7 X **annual base salary** + Education Allowance for Surviving Children



## Short-Term Disability

85% of Annual Base Salary insured in event of short-term disability



## Pension

Employer Pension Plan with Allianz, contributions in accordance with SYNTEC Requirements



## Internet Allowance

Temporary WFH Benefit: Contribution up to a maximum of **€70/month**



## Home Office Setup

ONE-TIME: **€250** reimbursable for Home office setup



FRANCE

# Employee Perks & Benefits



## Medical Insurance

In accordance with SYNTEC Requirements Freshworks provides you with access to private medical insurance via Allianz



## Employee Assistance Program

Free service to support you & family



## FriYay

Fully paid additional days off



## Enhanced PTO

**Additional days paid time off (PTO)** for every year of service for the first 5 years of your employment