

# DLL Benefit Highlights 2025

1. Working from home policy; for most jobs  $\geq 2$  days in the office
2. Opportunity to develop your career (inter)nationally
3. 13<sup>th</sup> month paid out each year
4. Rabobank pension scheme
5. Two paid community service days annually



## Financial

- Get paid base monthly salary, 8% vacation allowance (May) and a 13<sup>th</sup> month (December)
- Employee Benefits Budget paid monthly
- Rabobank pension scheme, 21,5% employer and 3,5% or 5,5% employee contribution
- Bring in a friend (referral) bonus of €1000,-
- Bonus opportunity in selected and commercial roles
- Budget for tuition reimbursement



## Other perks

- Hybrid and flexible working policy
- Annually two paid community service days
- Every 6 years free financial advice
- Inhouse coffee bar and lunch facilities
- 1<sup>st</sup> year of sickness salary pay-out is 100%, for the 2<sup>nd</sup> year it is 80%
- Paid childbirth leave followed up by unpaid or partially paid parental leave



## Wellbeing



### Health

- Optional free bi-yearly health check
- Option to attend weekly lunch runs and join yearly sports events such as Eindhoven Marathon.
- On-site table tennis and foosball
- Wellbeing SharePoint site with tips & tricks for a healthy lifestyle
- Free fruit at the office



### Time off

- Based on a 40-hour workweek you have 26 days of paid leave per year
- Option to buy extra time off or sell hours of leave.
- 10 public holidays with the possibility to reschedule 2 (Cultural Flex Days).



### Insurance

- Business Travel Insurance
- Collective accident insurance
- ANW Hiaat insurance (optional); annual insured amount for your partner when you come to decease
- Option to participate in Flexioen
- Collective discount for health insurance