

# DLL Benefit Highlights 2025

1. Premium Health Insurance
2. Time schedule flexibility
3. Home office policy
4. Pension plan
5. Additional holidays



## Financial

- Bonus opportunity
- Non-contributory pension scheme: double contributions after one year of service
- Car allowances for applicable roles
- Long service anniversary awards
- "Refer a Friend" bonus scheme (€1000 on joining)
- Monthly recognition from members
- Quarterly recognition from MT
- Salary in kind flexible package of 2738 euro for permanent members
- Receive 100% of salary when sick



## Other perks

- Working from home policy and equipment support for table, screens, (and phones depending on role)
- Car parking
- Social, Networking events
- Annually two paid community service days
- Kindergarten vouchers
- Transport card
- Give As you Earn – Tax effective charity donation scheme
- Shopping voucher discount scheme



## Wellbeing



### Health

- Health talks
- Members trained for AID
- Self-service canteen
- Meal vouchers
- Free coffee and free fruit in all floors
- Discounts in gyms
- Be-annual medical checks and eyecare
- Physical therapist with discount



### Time off

- 26 days per calendar year (1 additional day after 5 years, 2 days after 10 year and 3 days after 15 years)
- Additional birthday holiday
- December 24<sup>th</sup> & 31<sup>st</sup> the office is closed
- Intensive timetable during summer



### Insurance

- Premium health insurance
- Life insurance (fixed amount 80k for staff and 100k for MT members)
- Travel insurance