

TOTAL REWARDS STRUCTURE

| BLINGUAL SCHOOL | | | |
|--------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------|---------------------------|
| Intangible | * Work/Life Balance Opportunities After School Care for staff children (discounted rate) Nursery for staff babies (discounted rate) * Professional Development * Positive School Climate *Career Growth Opportunities(Promotions) | Emotional Rewards | TOTAL REWARD |
| Tangible | * Housing * Baggage at the start and end of contract * Settling-in | Allowances | TOTAL REMUNERATION |
| | * Tuition fee discount (as per policy) * Health Insurance (as per policy) * Compensation for co-curricular activities * Tax-Free Salary * Workmen's compensation * Annual airline ticket to Home of record (as per policy) * Furnished Housing * Transportation from/to school including a weekly shopping trip * Force Majuere action plan | Benefits | |
| | * End of service indemnity | Long-Term Incentives | TOTAL DIRECT COMPENSATION |
| Key: Non-overseas Overseas All Staff | * Yearly bonus for absence-free record * Finder's fee | Short-Term Incentives TOTAL | |
| | * Basic Salary * Fixed Payments *Annual Increment based on Merit Pay | Salary | CASH |