TOTAL REWARDS STRUCTURE

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
	* Housing * Baggage at the start and end of contract * Settling-in	Allowances	
Tangible	* 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	TOTAL REMUNERATION
	* End of service indemnity	Long-Term Incentives	TOTAL DIRECT COMPENSATION
Vove	* Yearly bonus for absence-free record * Finder's fee	Short-Term Incentives	TOTAL
Key: Non-overseas Overseas All Staff	* Basic Salary * Fixed Payments *Annual Increment based on Merit Pay	Salary	CASH