

# Benefits Switzerland



## Working Hours Regulation

- 40 hours/week
- Overtime compensation with time off at a 1:1 ratio until level Senior Consultant
- Flexible working models (Home Office/Part-time/Sabbatical etc.)



## Compensation

- Bonus payments already as of level Analyst possible
- Car Allowance as of level Manager
- Representation allowance as of level Group Manager



## Family

- Maternity leave with 100% continued payment of wages over 14 weeks
- 4 weeks of paid paternity leave
- Family Service: Free consultancy service and support, for example, for finding a childcare facility, babysitters and schools



## Pension Fund & Insurances

- Pension Fund: Very attractive savings contributions and pension plans
- Accident Insurance: Contributions for occupational and the non-occupational accident insurance are paid 100% by Avanade with a worldwide, private insurance coverage
- Daily sickness benefits insurance



## Digital Workplace

- Mobile phone, also for private usage
- Choice between different mobile phones and laptop model



## Transportation & Travel

- Reimbursement of the SBB Half Fare travelcard
- Attractive per diems for business travels



## Health Care

- Employee Assistance Program: External, professional counselling service for work-related and personal problem situations
- Initiatives & Trainings for Occupational Health Management



## Training & Career Development

- Minimum of 80 hours training per year
- Wide range of national and international trainings and free access to the Microsoft certification program
- Regular running of innovation workshops (e.g. Hackathons & Geek Weekends)
- Avanade leadership programs



## Corporate Responsibility

- Corporate Citizenship: 8 hours paid time to volunteer for an Avanade project
- Avanade Gives: When supporting a project or organization through donations, Avanade adds something on top of it



## Additional Benefits

- Additional personal time-off for special events
- Financial benefits for birth & wedding
- Employee discounts on our Corporate Benefits Homepage
- Participation in our Employee Recognition Program
- Attractive bonus payments for employee referrals