



WELFARE & BENEFITS IN ISRAELI HI-TECH

2021-2022



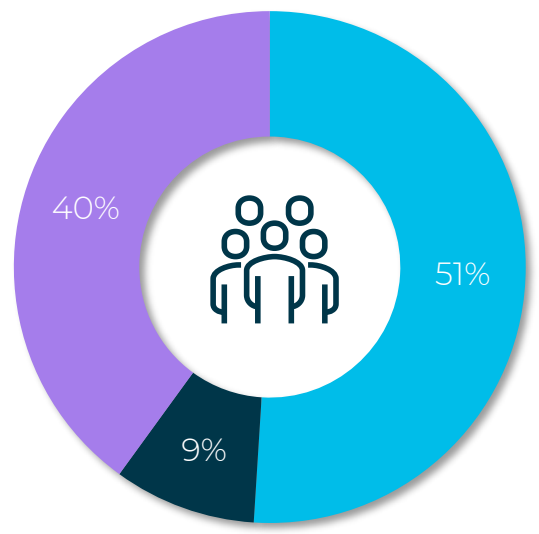


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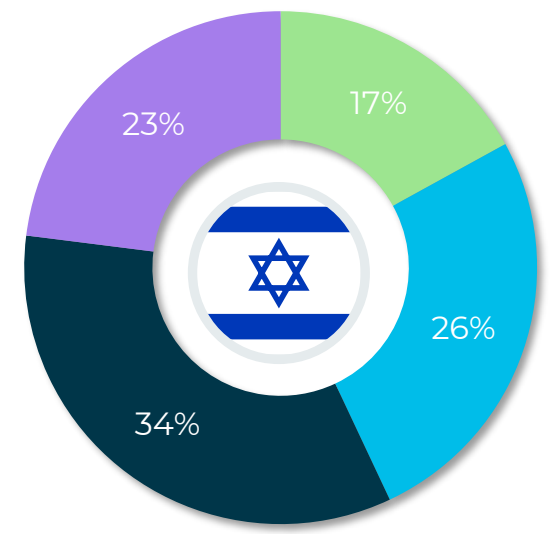


Where the majority of employees are?



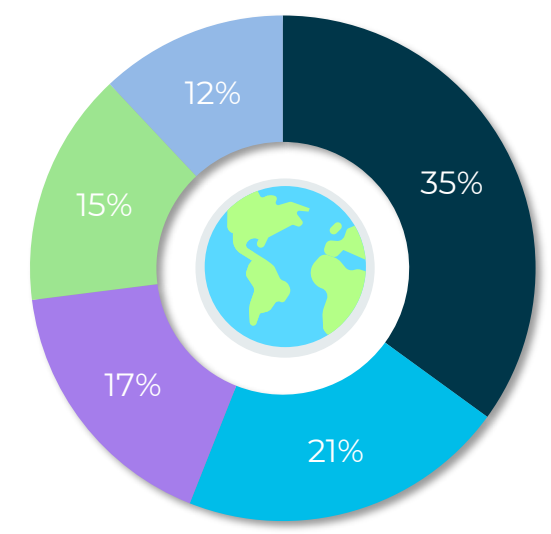
- 51%** Israel
- 9%** Abroad
- 40%** Same # in Israel and abroad

of Employees in Israel



- 34%** 100-249
- 26%** 50-99
- 23%** Above 250
- 17%** 1-49

of Employees Abroad



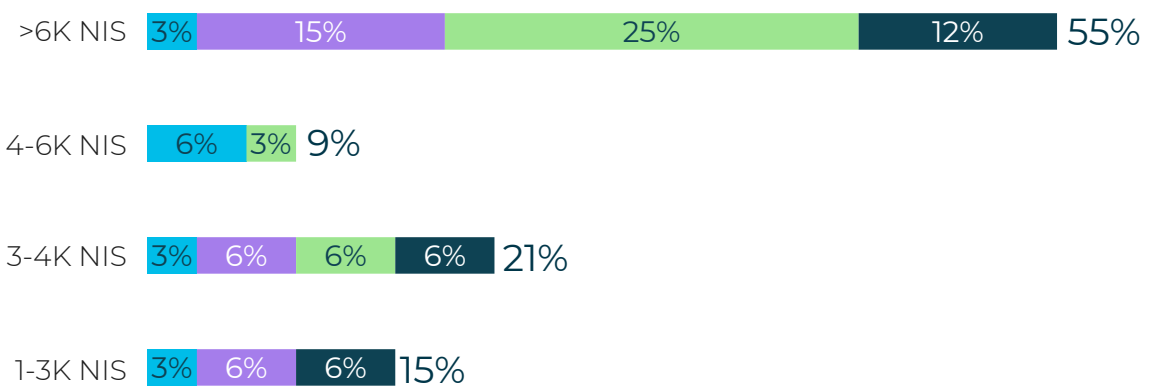
- 35%** 1-49
- 21%** 50-99
- 17%** 100-249
- 15%** Above 250
- 12%** None

Refer a Friend

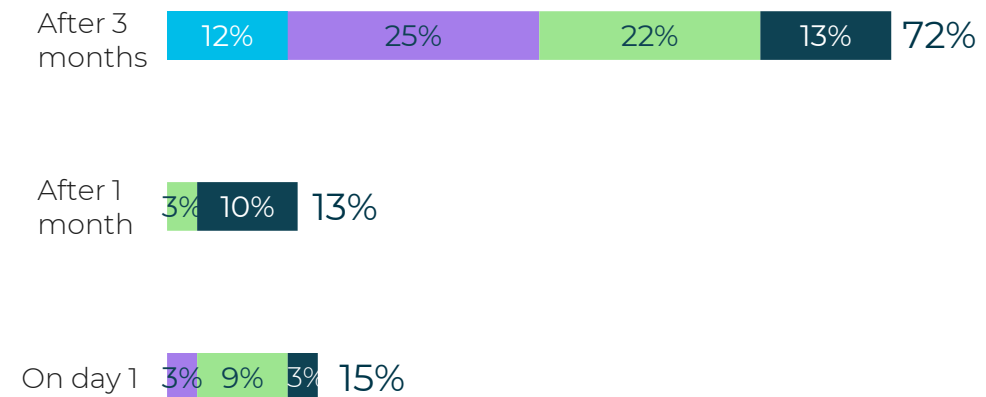
All companies provide a high 'refer a friend' cash incentive

~40% of the big companies (above 100 employees) give the incentive close to the employees' start day

Incentive in "Refer a Friend" program, by company size



When incentives are provided, by company size



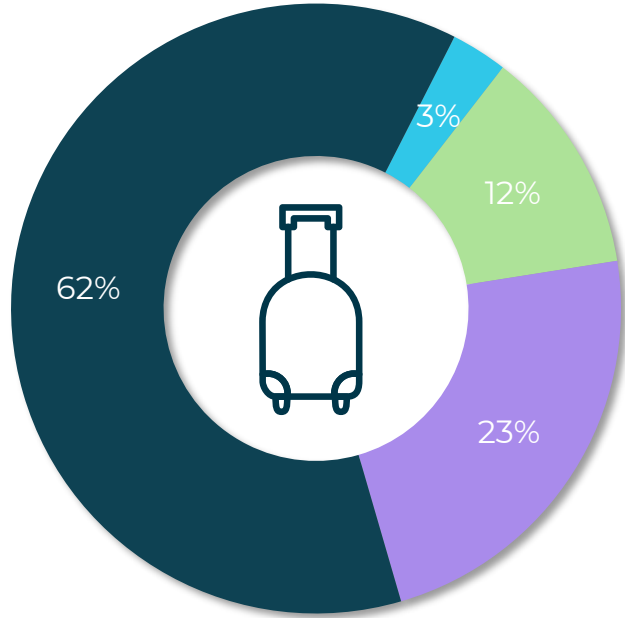
■ 1-49
 ■ 50-99
 ■ 100-249
 ■ Above 250
 # of employees in Israel

2019 In 2019 the Avg. incentive stood on 4,900 NIS and 44% of the companies gave 3000-4000 NIS cash incentive

Confidential | 4

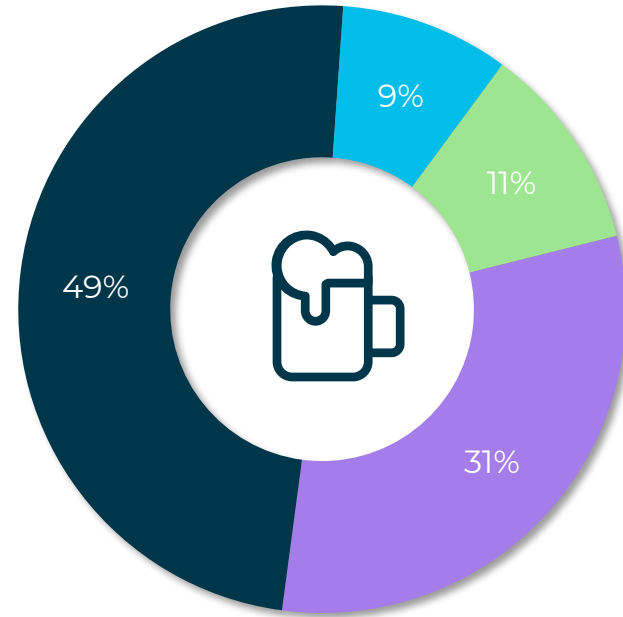


Company trips



- 62% Once a year
- 23% None
- 12% Several trips per year
- 3% Trips vary by department

Happy Hour



- 49% Once a month
- 31% Once a week
- 11% Special occasions
- 9% Once a quarter

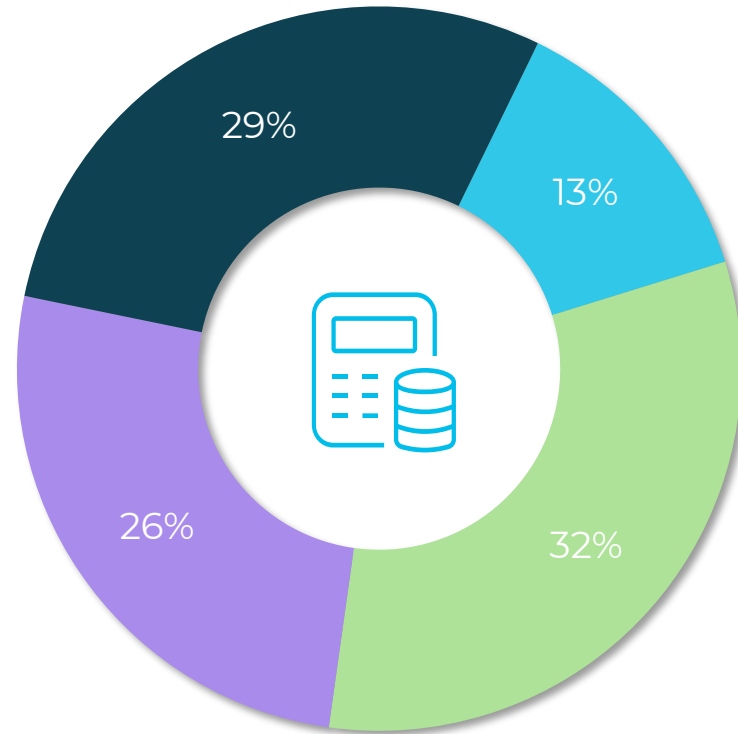




Welfare Budget

Yearly welfare budget, per Israeli employee (including gifts / holidays, etc.)

- 13% Less than \$1000
- 32% \$1000-1500
- 26% \$1500-2000
- 29% Above \$2000



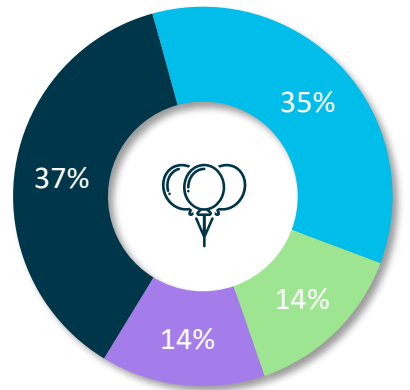
2019

In 2019 the Avg. Budget was \$1,100 with range of \$1000-\$1800. We can see that the Avg. budget is higher today, but the range is much wider.



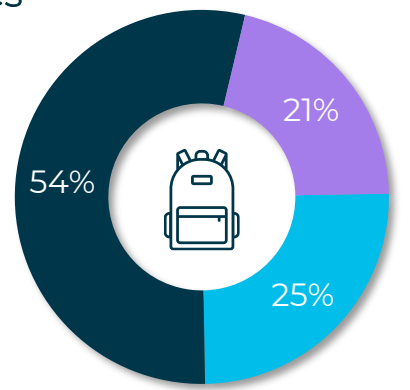
Welcoming new employee

- 37%** 200-400 NIS
- 35%** 100-200 NIS
- 14%** Above 400 NIS
- 14%** Less than 100 NIS



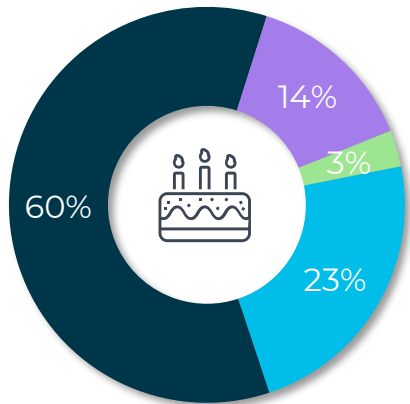
Starting 1st grade gift (employees' child)

- 54%** 100-200 NIS
- 25%** 200-400 NIS
- 21%** Less than 100 NIS
- Above 400 NIS



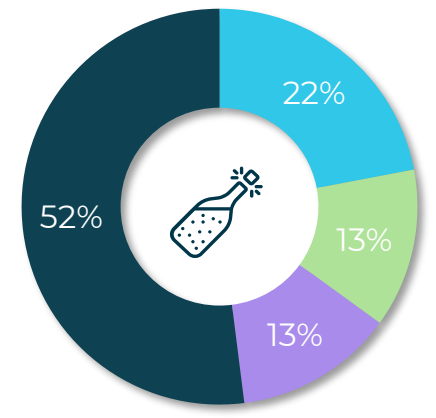
Employee's birthday

- 60%** 100-200 NIS
- 23%** 200-300 NIS
- 14%** Less than 100 NIS
- 14%** Above 400 NIS
- 300-400 NIS



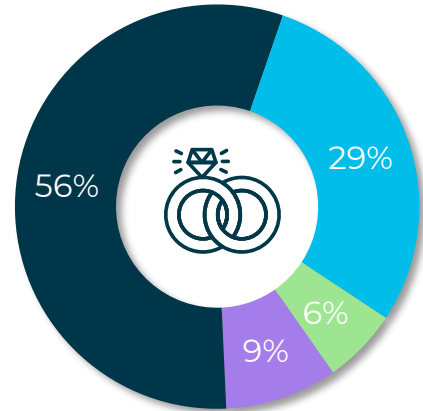
Employee's work anniversary

- 52%** Less than 100 NIS
- 22%** Above 300 NIS
- 13%** 100-200 NIS
- 13%** 200-300 NIS



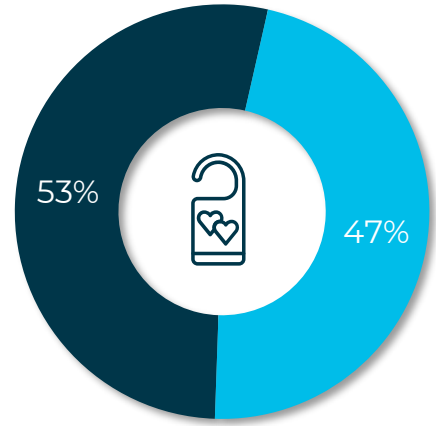
Employee's wedding gift

- 56% 800-1200 NIS
- 29% 400-800 NIS
- 9% 1200-2000NIS
- 6% Less than 400 NIS
- Above 200 NIS



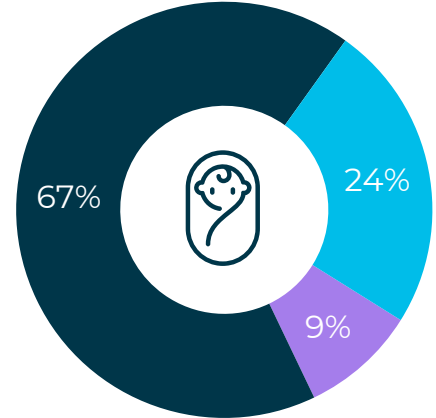
Vacation days for an employee's wedding

- 53% 3 days – 1 week
- 47% 2 days or less
- Over 1 week
- Over 2 weeks



Gift for birth of a child

- 67% 300-500 NIS
- 24% 150-300 NIS
- 9% Above 500 NIS
- Less than 150 NIS

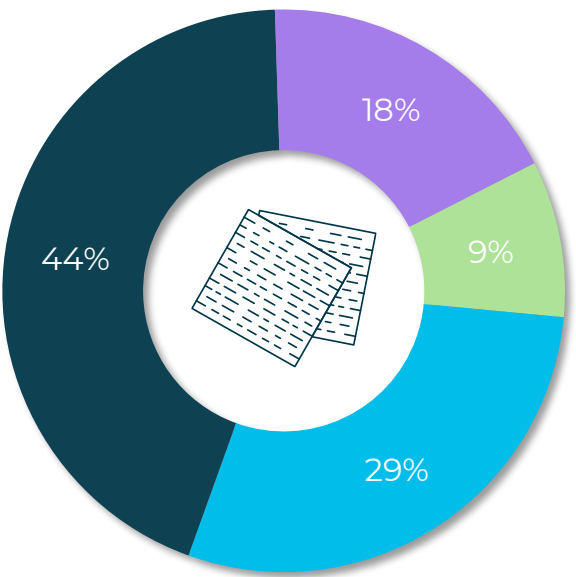
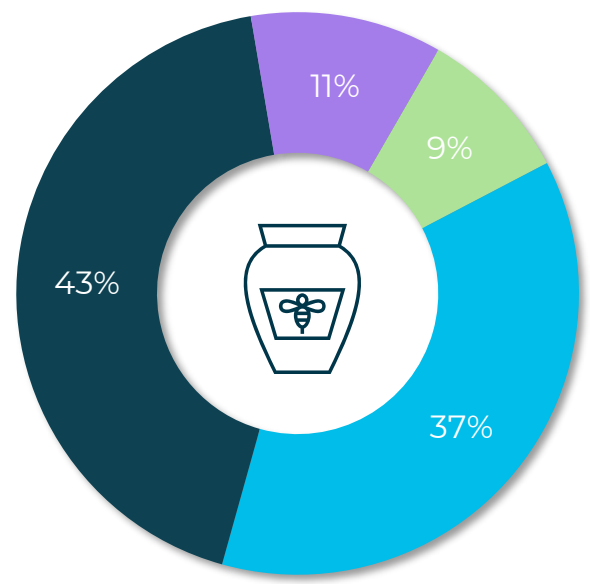


Rosh Hashanah

=

Passover

- 43%** 500-600NIS
- 37%** 400-500 NIS
- 11%** Above 650 NIS
- 9%** 200-400 NIS
- Less than 200 NIS



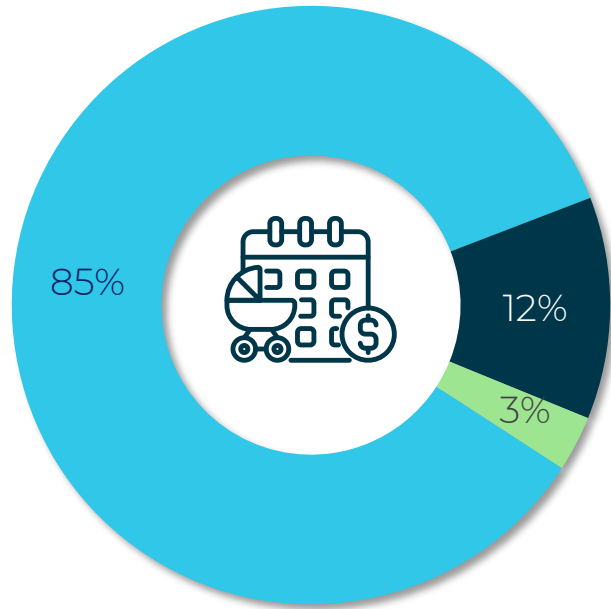
- 44%** 500-600NIS
- 29%** 400-500 NIS
- 18%** Above 650 NIS
- 9%** 200-400 NIS
- Less than 200 NIS

85% of the companies give the same amount for both big holidays gifts



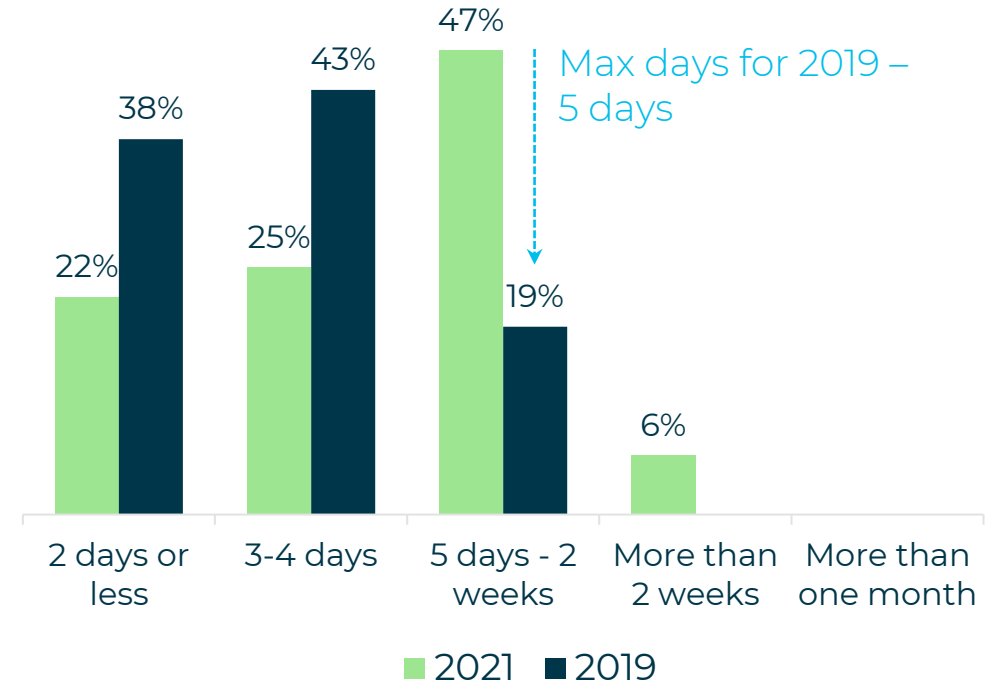
Mater/Paternity Leave

Maternity Leave



- 85% According to the law
- 12% Up to 6 months
- 3% More than 6 months

Paternity Leave, comparison of 2019 and 2021



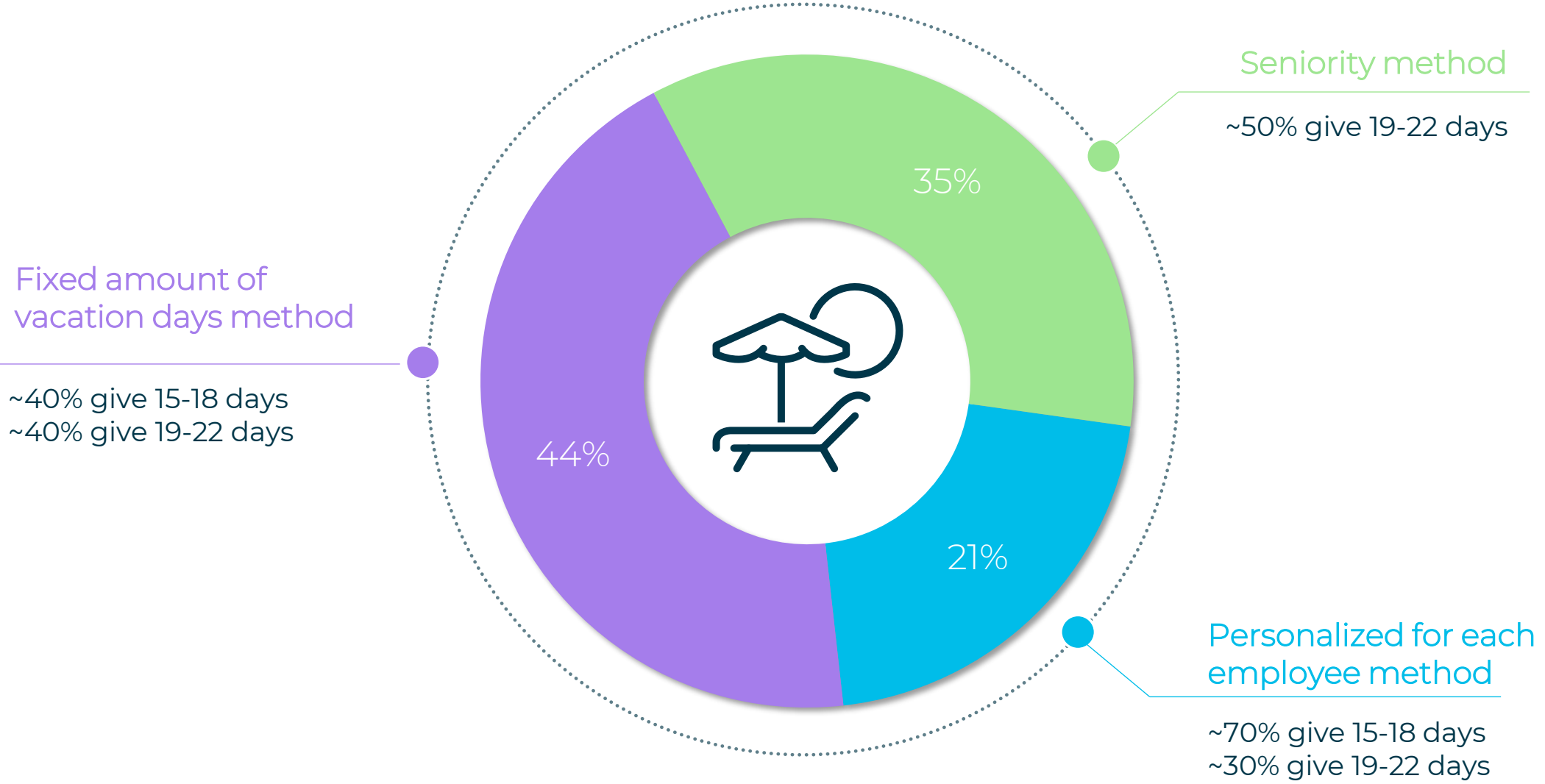
Most of the companies provides maternity leave according to the law, and show willingness to provide fathers a lot more vacation days after the birth of their children





Vacations Days

The amount of vacation days per year is determined by:

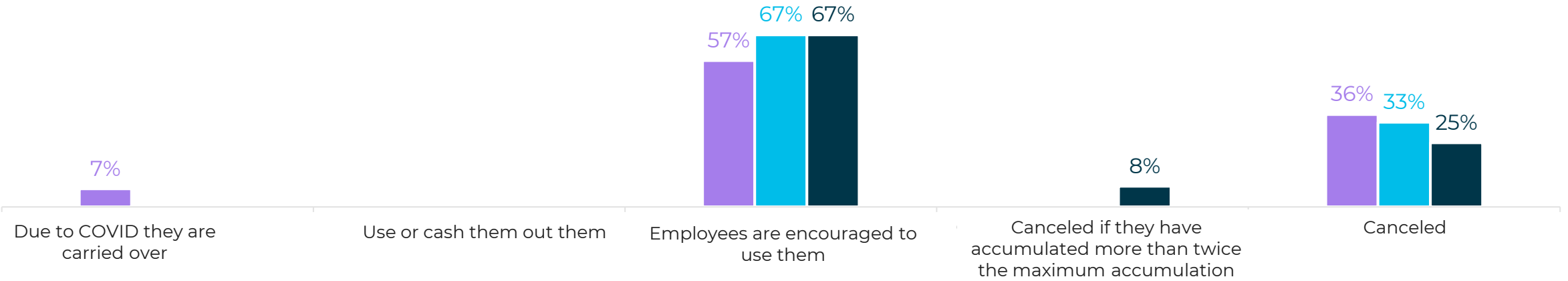




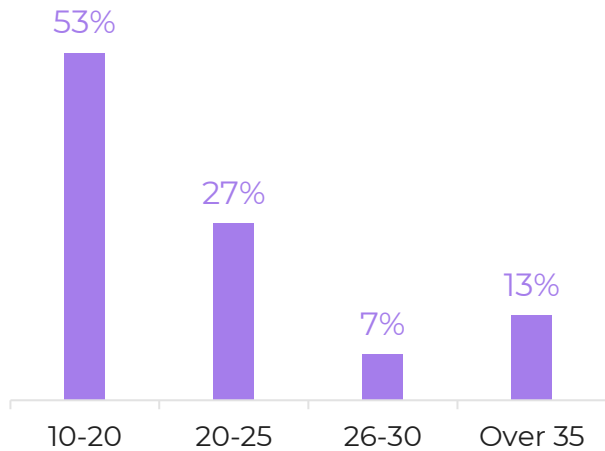
Vacations Days

What happens with vacation days above max accumulation?

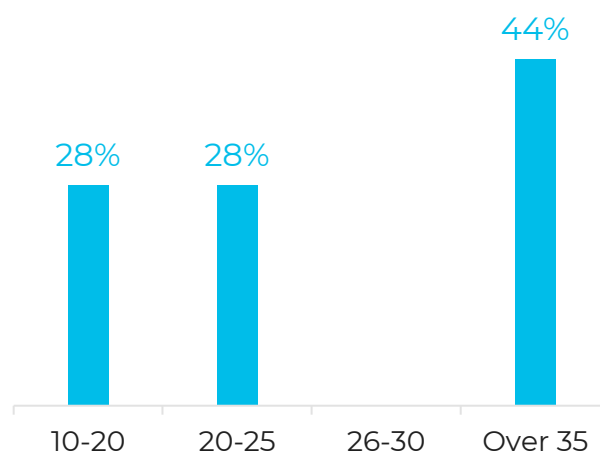
- Fixed amount
- Personalized for each employee
- Seniority



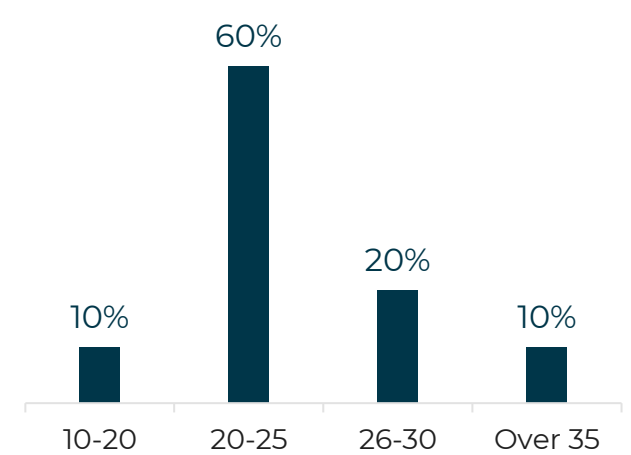
max vacations days accumulation



Fixed amount of vacation days method



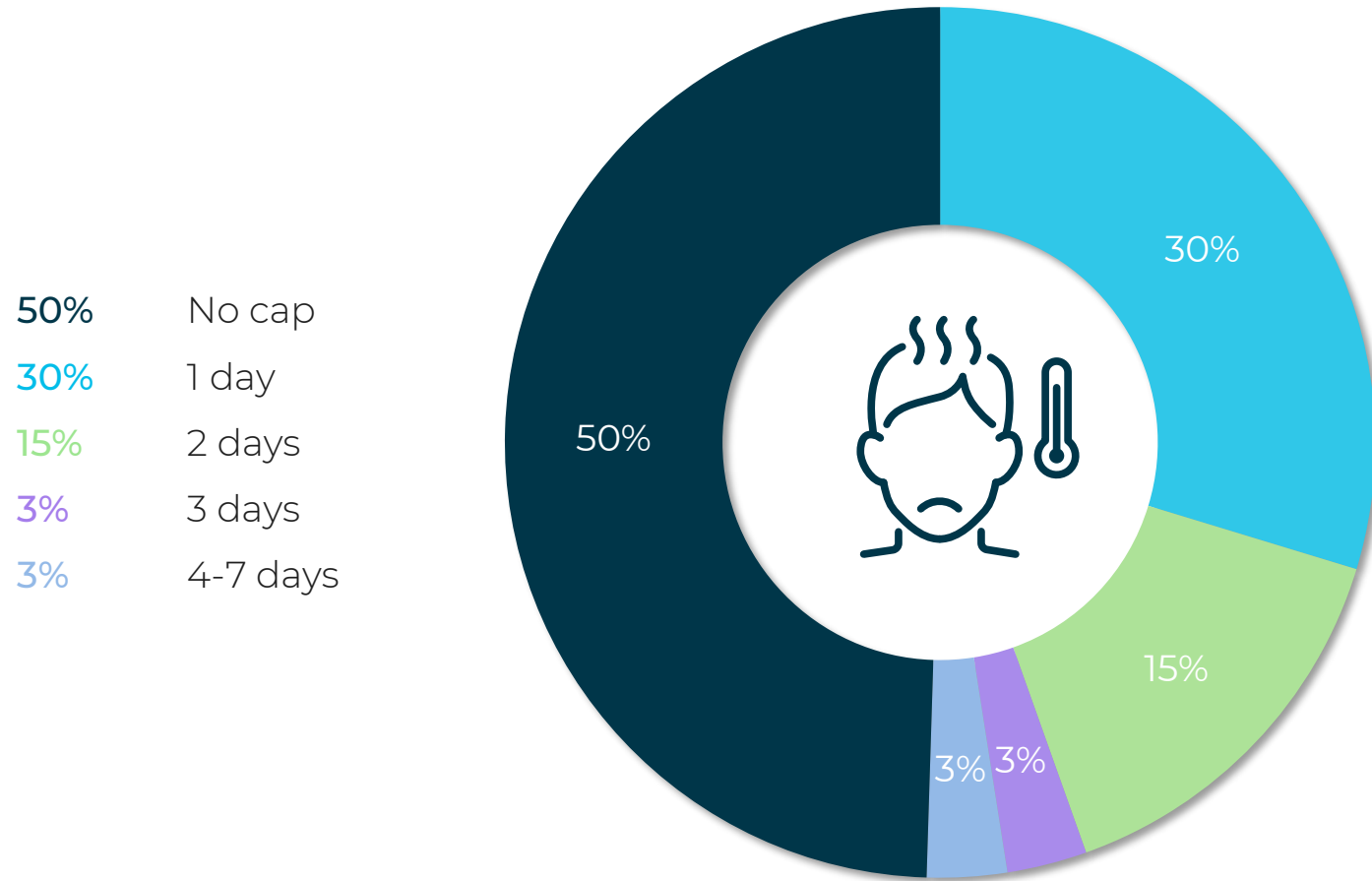
Personalized for each employee method



Seniority method

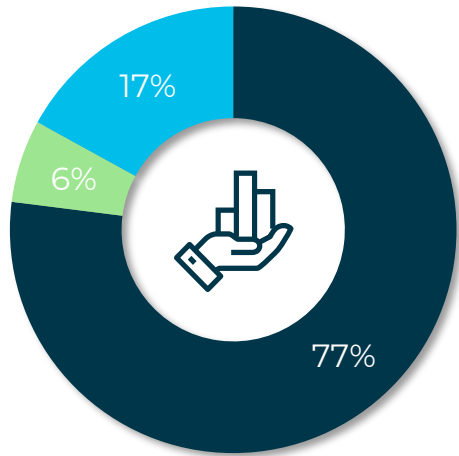


Cap for sick days without a medical certificate



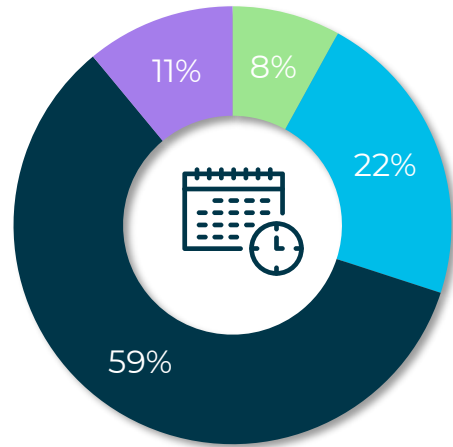
2019 In 2019 the 'No Cap' option was only 6%

Do you have an ESOP plan?



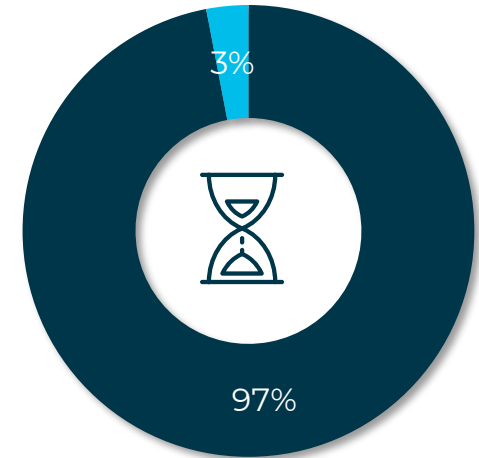
- 77% Yes
- 17% No
- 6% Yes, but not available to all

ESOP vesting schedule period



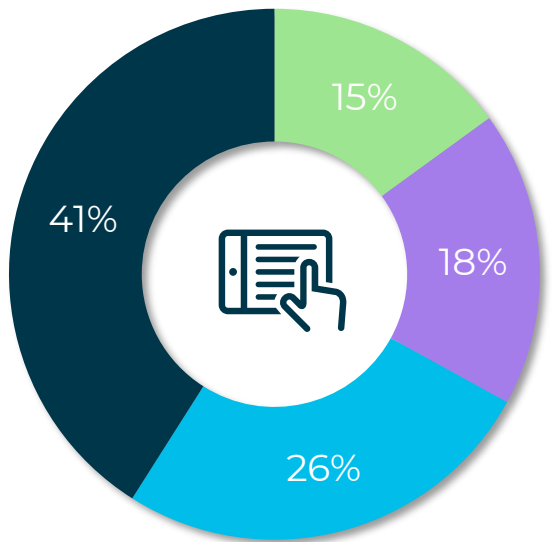
- 59% Quarterly
- 17% No
- 11% Monthly
- 8% Other

ESOP vesting period



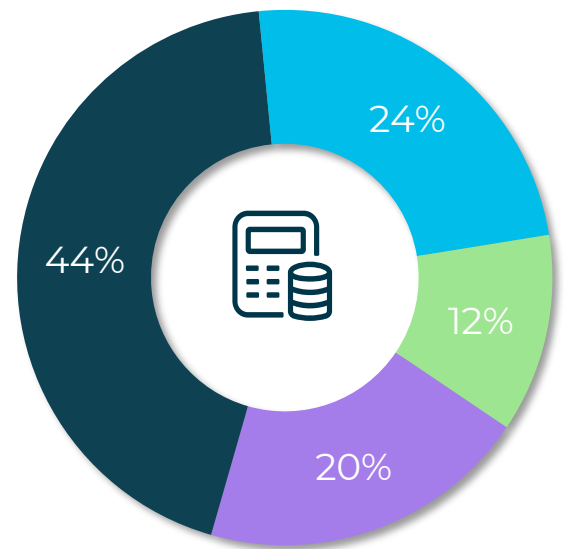
- 97% 4 years
- 3% 5 years

Do you provide your employees a self-learning platform (like Udemy, Coursera, etc.)?



- 41% Yes
- 26% Yes, but not available to all
- 18% No
- 15% Will have one next year

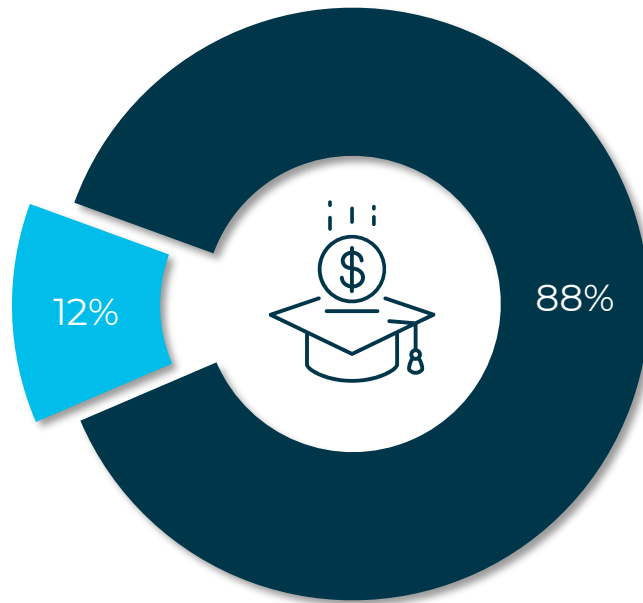
What is the yearly budget for these courses? (per employee)



- 44% \$150-200
- 24% \$250-240
- 20% Less than \$100
- 12% Over 400\$
- 12% (Unlabeled)

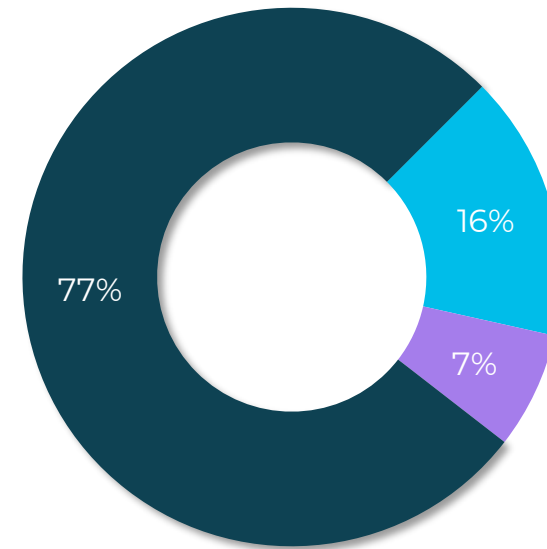


Do you provide Study Funds?



88% Yes
12% No

If you marked YES - do you deposit above the study fund's ceiling (NIS 15,712)?



77% No
16% Yes, to all-unlimited
7% Yes, but according to seniority

2019 In 2019 the answers were: Yes – 70%; No – 15%; Partly – 15%. It seems that many companies moved from partly to full providing of study funds

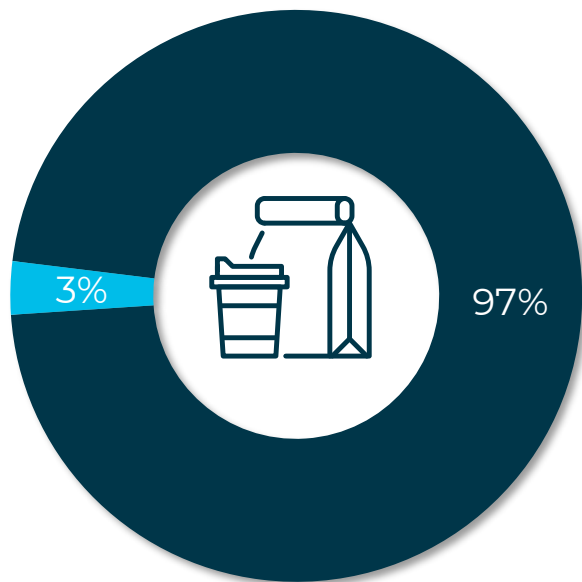


Subsidized Meals

2019

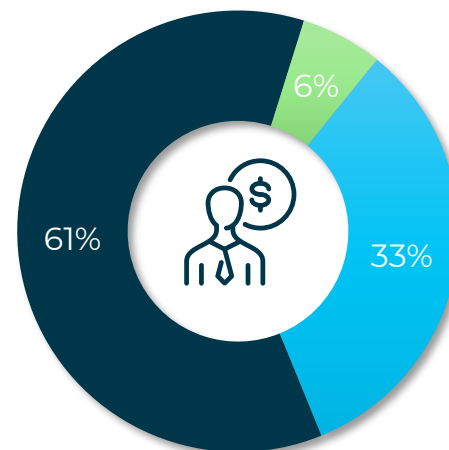
In 2019, 86% companies Subsidized Meals compared to 97% today

Do you provide subsidized meals?



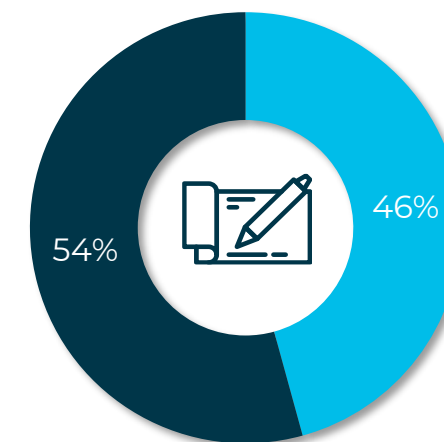
97% Yes
3% No

How much do you spend, per employee?



61% 650-900 NIS
33% Over 900 NIS
6% 400-650 NIS
– Less than 400 NIS

Is it embodied in wages?



54% No
46% Yes

