

1 Compensation

- 1.Fixed Salary
- 2.Bonuses
 - (1)Year-End Bonus
 - (2)Incentive Bonus
 - (3)Proposition Bonus
 - (4)Festival Bonus

2 Benefits

1.Insurance and Pension

Besides labor insurance, health insurance and monthly pension contribution, we also purchase group insurance for employees, which covers life insurance, accident insurance, traffic accident death benefit, accident medical expense benefit, in-patient hospitalization benefit, as well as in-patient hospitalization benefit for employees' spouse and children. Employees may also purchase insurance policies at preferential rates, including life insurance, accident insurance and cancer medical insurance for themselves, their spouse and children as well as in-patient hospitalization benefit for their parents to provide their families with more comprehensive protection.

2.Leave System

Aside from leaves provided under the Labor Standard Act, which include two-day weekend(by rotation), special leave, annual paid leave, maternity/paternity leave, family leave, period leave and other statutory leaves, LCYT also has paid sick leave system in place to make sure employees can rest when they become ill.

3.Employee assistance and work environment

(1)Physical Exam

LCYT care about the health, both physical and mental, of its employees. LCYT offer the benefit of routine physical exams to its employees to make sure they stay in touch with their health.

(2)Employee Housing

(3)Massage Room

(4)Psychological counseling

4.Employee Welfare Committee