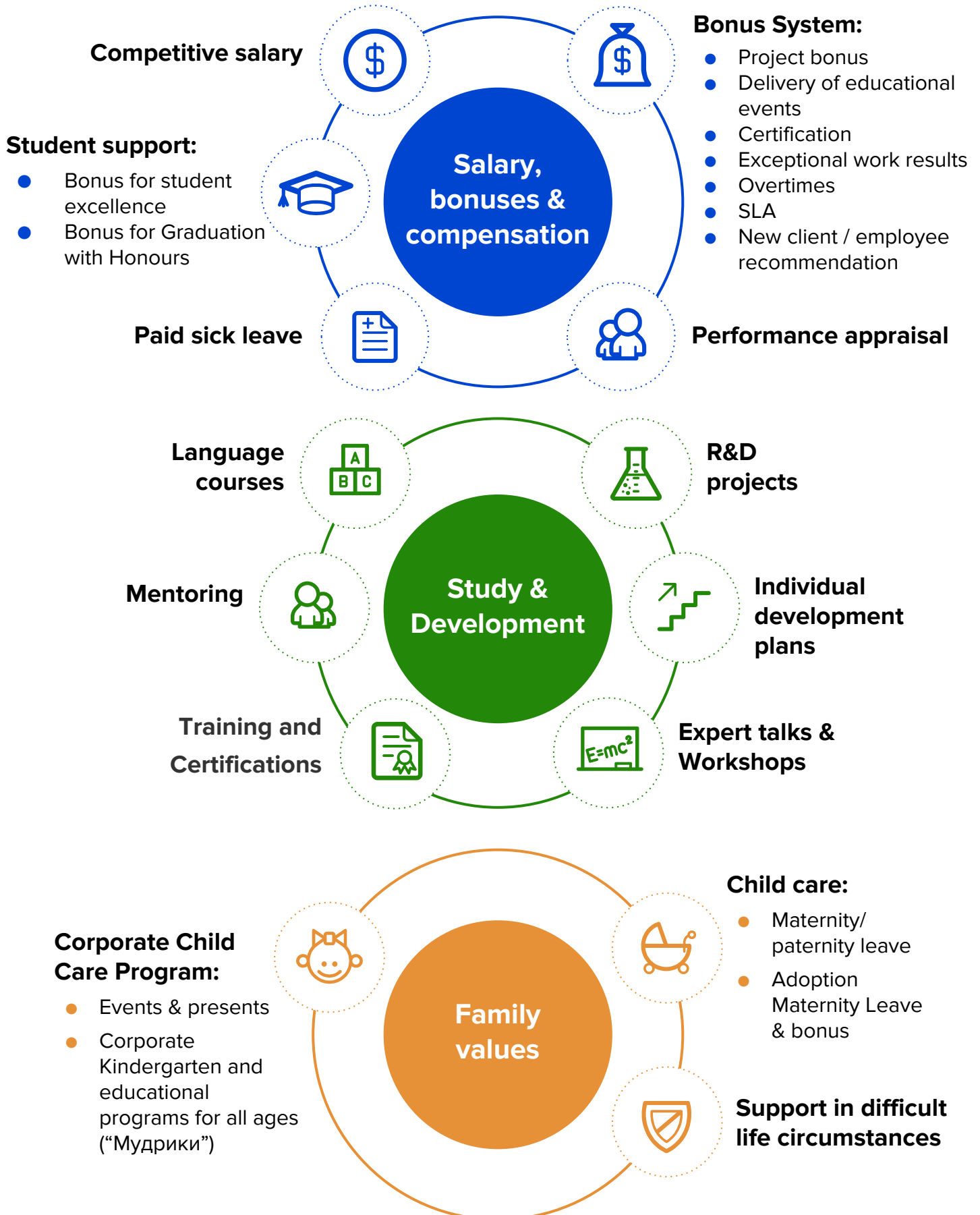


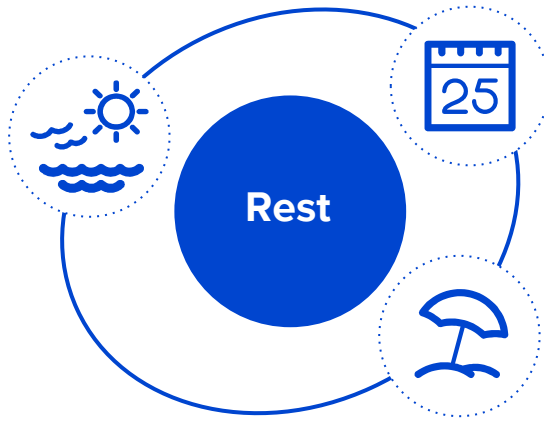


# ELEKS Compensation Package





18 working days  
100% **paid vacation**



**Additional vacations:**

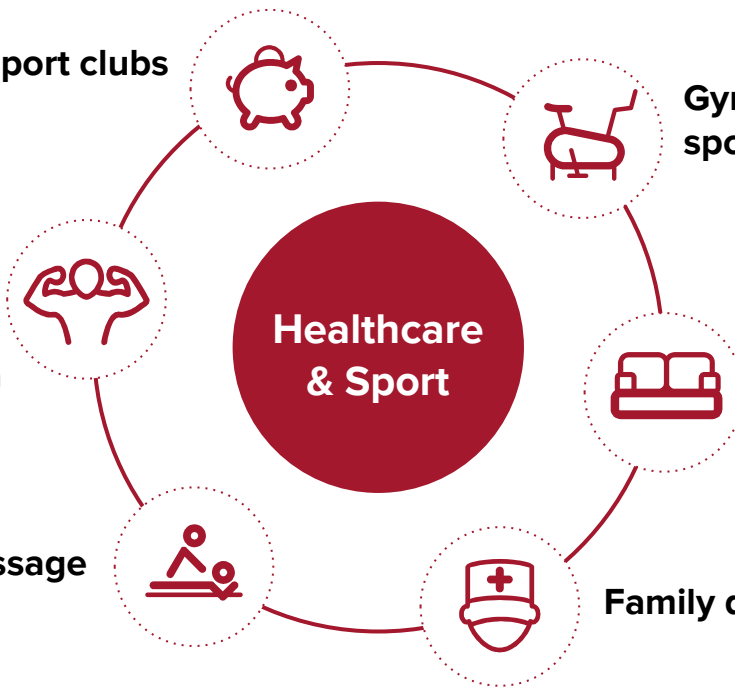
- marriage
- baby birth
- blood donation
- other

15 working days of  
unpaid **days-off**

**Discounts in sport clubs**

**Sports activities:**

- Football team
- Table tennis
- Yoga
- Volleyball team
- Martial arts
- Dancing, etc



**Gym & sport rooms**

- **Relax-zones**  
(indoors, outdoors)
- **Coffee and tea**

**Massage**

**Family doctor**

**Discount Program**  
for Employees

**Full cycle business trips**  
arrangement

**Flexible**  
working hours

**Corporate celebrations:**

- New Year
- Company Day
- Children's Day
- IT Day
- St. Nicholas Day

**Gifts:**

- Welcome souvenirs
- Birthday presents
- Children's Day gifts
- St. Nicholas gift for employees and their children

**Car parking space**

Free services of  
corporate **private**  
**entrepreneur**  
accountants

**Bike parking space**

