



Benefits



As part of our award-winning workplace culture and commitment to delivering happiness, our benefits program offers a variety of perks, benefits, and options to help employees maintain their physical, mental, emotional, and financial health; support work-life balance; and contribute to their community in meaningful ways. Click on the corresponding country below for more information about your location.

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Your Benefits for: Argentina

One of our top priorities is maintaining the health and wellbeing of our employees and their families. To achieve this goal, a comprehensive benefit program **through our PEO, Globalization Partners**, is offered with a variety of options to meet your needs.

Health, Welfare and Pension Benefits At-a-Glance

Globalization Partners, through Argentina's social programs contributes 6% of an employee's salary to the Osde 410 medical plan. This plan provides:

- Home medicine services
- Online medical consultation
- Dental coverage
- Full orthodontia coverage to age 18
- Broad network of providers and specialists

Pension – Included in the social charges

Sick Leave - Up to three months of paid sick leave is available to employees with less than five years of service. This expands to 6 months if the employee has worked for the company more than five years.

Vacation Benefits At-a-Glance

0-5 years: 20 days

5-10 years: 25 days

10-20 years: 30 days

Please note: The above is a summary of coverage only. Actual benefits and conditions are per the insurance policy wording.

Your Benefits for: Australia

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

Health and Welfare Benefits At-a-Glance

All full-time employees are eligible for benefits starting on your first day of employment.

Comprehensive Healthcare coverage for you and your family:

- **Hospitalization:** includes various hospital services such as private hospital cover, ambulance, and maternity.
- **Extras:** includes coverage for services such as dental, optical, chiropractic, osteopathy, mental health, speech therapy, occupational therapy, and pharmacy.

Comprehensive Welfare coverage for you:

- **Life Insurance (natural death/accidental death)** 3x annual base salary (includes Total Permanent Disability cover)
- **Salary Continuance cover:** 75% monthly base salary after 30 day waiting period, Benefit Period To Age 65.

Family Forming Benefit

- **Zoom** provides access to a Family Forming network and financial assistance for services.

Monthly Contributions:

- Zoom pays 100% of the cost for the Group Life/TPD and Salary Continuance Insurance
- Zoom pays 85% of the cost of the Private Health Insurance.

Retirement Benefits At-a-Glance

Retirement benefits are provided through a complying superannuation fund as chosen by the employee or provided through a default fund as chosen by Zoom. Zoom contributes 10% of your base annual salary up to the maximum contribution each year.

Time-off Benefits At-a-Glance

Zoom observes all local public holidays and provides 20 days of personal vacation leave each year and 10 days of personal leave.

Perk Benefits At-a-Glance

Zoom also provides the following perks to full time employees:

- Employee Stock Purchase Plan (ESPP)
- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance
- Paid Parental Leave (both parents) 16 weeks paid leave (or statutory if more generous)
- Fitness/Wellness Reimbursement equivalent to \$300 USD/month
- Employer Matching of Charitable contributions up to \$250 USD equivalent/year
- Annual Zoom Store Allowance
- Business Travel Accident Insurance

Please note: The above is a summary of coverage only. Actual benefits and conditions are per the insurance policy wording.

Your Benefits for: Austria

One of our top priorities is maintaining the health and wellbeing of our employees and their families. To achieve this goal, a comprehensive benefit program **through our PEO, Globalization Partners**, is offered with a variety of options to meet your needs.

Health, Welfare and Pension Benefits At-a-Glance

Globalization Partners, through Austria's social programs. This plan provides:

- Health
- Unemployment
- Accident

Pension - Included in the social charges

Vacation Benefits At-a-Glance

30 business days per year

Please note: The above is a summary of coverage only. Actual benefits and conditions are per the insurance policy wording.

Your Benefits for: Belgium

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

Health and Welfare Benefits At-a-Glance

All full time employees and dependents are eligible for benefits starting on your first day of employment.

Family Forming Benefit

Zoom provides access to a Family Forming network and financial assistance for services.

Monthly Contributions

Zoom provides a monthly allowance of 40 Euros/month for medical coverage and 300 Euros/month for Accident/Disability coverage.

Retirement Benefits At-a-Glance

Zoom contributes to the national pension scheme via payroll deduction

Vacation Benefits At-a-Glance

Zoom observes all local public holidays and provides 25 days of personal vacation leave each year.

Perk Benefits At-a-Glance

Zoom also provides the following perks to full time employees:

- Employee Stock Purchase Plan (ESPP)
- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance
- Paid Parental Leave (both parents) 16 weeks paid leave (or statutory if more generous)
- Fitness/Wellness Reimbursement equivalent to \$300 USD/month
- Employer Matching of Charitable contributions up to \$250 USD equivalent/year
- Annual Zoom Store Allowance
- Business Travel Accident Insurance

Please note: The above is a summary of coverage only. Actual benefits and conditions are per the insurance policy wording.

Your Benefits for: Brazil

One of our top priorities is maintaining the health and wellbeing of our employees and their families. To achieve this goal, a comprehensive benefit program **through our PEO, Globalization Partners**, is offered with a variety of options to meet your needs.

Health, Welfare and Pension Benefits At-a-Glance

Globalization Partners offers 2 levels of coverage **for medical and dental**. Please note that the same plan must be offered to professionals with the same position / category to avoid discrimination claims.

Plan Dependent Category Eligibility:

- Titleholders (professionals) and their dependents;
- Spouse
- Partner
- Natural Children – limited to age of 30 years old
- Adopt Children – limited to age of 30 years old
- Stepchildren – limited to age of 30 years old

These plans are explicitly Employer Funded.

Pension – Included in the social charges

Sick Leave - Employees are entitled to paid salary during the first 15 days of each sickness event if a medical note is provided. Any further days off are paid through the National Institute of Social Security (INSS), at fixed rates.

Life and Disability – Included in the social charges

Vacation Benefits At-a-Glance

30 calendar days of vacation per year after each 12 months of service.

Federal, public and religious holidays are observed.

Other Allowances

Meal Voucher

Day care reimbursement is mandatory for employees during the first year after the birth R\$ 322.00 per child

Global Business Travel Insurance

Transportation Voucher

Please note: The above is a summary of coverage only. Actual benefits and conditions are per the insurance policy wording.

Your Benefits for: Canada

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

Health, Life and Accident Benefits At-a-Glance

All full time employees and eligible dependents are eligible for benefits starting on your first day of employment.

Comprehensive Healthcare coverage for you and your family:

- **Medical:** includes hospital, pharmacy, paramedical, virtual office visits and out-of-province emergency services
- **Dental:** includes preventive, basic and major treatments
- **Vision:** annual allowance for lenses and frames

Life and Accident Coverages

- **Life Insurance and Accidental Death and Dismemberment (AD&D):** 2x annual salary
- **Dependent Life Insurance:** Spouse: \$10,000; Child: \$5,000
- **Long term disability:** 66.7% monthly salary after 17 week waiting period

Monthly Contributions

Zoom pays 80% of the cost for you and your family enrolled in the medical plan (includes vision coverage) and 100% of the cost for the dental plan and life/AD&D insurance coverage. You pay 100% of the cost of long term disability coverage to ensure the benefit received is tax-free.

Family Forming Benefit

Zoom provides access to a Family Forming network and financial assistance for services.

Retirement Benefits At-a-Glance

Zoom contributes to the Canada Pension Plan (CPP) as required.

Vacation Benefits At-a-Glance

Zoom observes all local public holidays and provides 20 vacation days per year.

Perk Benefits At-a-Glance

Zoom also provides the following perks to full time employees:

- Employee Stock Purchase Plan (ESPP)
- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance
- Paid Parental Leave (both parents) 16 weeks paid leave (or statutory if more generous)
- Fitness/Wellness Reimbursement equivalent to \$300 USD/month
- Employer Matching of Charitable contributions up to \$250 USD equivalent/year
- Annual Zoom Store Allowance
- Business Travel Accident Insurance

Please note: The above is a summary of coverage only. Actual benefits and conditions are per the insurance policy wording.

Your Benefits for: Denmark

One of our top priorities is maintaining the health and wellbeing of our employees and their families. To achieve this goal, a comprehensive benefit program **through our PEO, Globalization Partners,** is offered with a variety of options to meet your needs.

Health, Welfare and Pension Benefits At-a-Glance

Globalization Partners, through Denmark's social programs provides:

- Health insurance
- Child allowance
- Maternity
- Disability

Pension – Included in the social charges

Vacation Benefits At-a-Glance

25 days per year

Please note: The above is a summary of coverage only. Actual benefits and conditions are per the insurance policy wording.

Your Benefits for: Finland

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

Health and Welfare Benefits At-a-Glance

All full time employees and dependents are eligible for benefits starting on your first day of employment. Several benefits are offered as part of Finland's social scheme.

Access to Occupational Medical:

Zoom provides access to Terveystalo for medical care.

Family Forming Benefit

Zoom provides access to a Family Forming network and financial assistance for services.

Retirement Benefits

Provided through the Finland social scheme

Vacation Benefits At-a-Glance

Zoom observes all local public holidays and provides 25 days of personal annual leave.

Perk Benefits At-a-Glance

Zoom also provides the following perks to full time employees:

- Employee Stock Purchase Plan (ESPP)
- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance
- Paid Parental Leave (both parents) 16 weeks paid leave (or statutory if more generous)
- Fitness/Wellness Reimbursement equivalent to \$300 USD/month
- Employer Matching of Charitable contributions up to \$250 USD equivalent/year
- Annual Zoom Store Allowance
- Business Travel Accident Insurance

Please note: The above is a summary of coverage only. Actual benefits and conditions are per the insurance policy wording.

Your Benefits for: France

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

Health and Welfare Benefits At-a-Glance

All full time employees and dependents are eligible for benefits starting on your first day of employment.

Comprehensive Healthcare coverage for you and your family:

- **Medical:** includes inpatient, outpatient, prescription drugs and maternity services
- **Dental:** includes routine visits, orthodontics and prostheses
- **Vision:** includes coverage for frames, lenses and eye surgery
- **Voluntary Option:** employees can purchase supplemental health coverage at their own cost

Family Forming Benefit

- **Zoom** provides access to a Family Forming network and financial assistance for services.

Comprehensive Welfare coverage for you:

- **Term Life, Accidental Death, and Total Permanent Disability:** 350% annual salary; plus additional 50% for each dependent child
- **Orphan's Pension:** 12% to 15% salary
- **Short Term Disability:** 100% salary minus social security benefit
- **Long Term Disability:** 50% to 100% of salary; varies by category of disability

Monthly Contributions

Zoom pays 100% of the cost for you and 50% of the cost for your family enrolled in the healthcare benefits listed above, excluding the voluntary medical options which is 100% paid by employees. For welfare coverage, Zoom pays 100% of the cost.

Retirement Benefits At-a-Glance

Zoom contributes towards the French Social Security System as mandated.

Vacation Benefits At-a-Glance

Zoom observes all local public holidays and provides the statutory applicable amount of days of personal vacation leave each year.

Perk Benefits At-a-Glance

Zoom also provides the following perks to full time employees:

- Employee Stock Purchase Plan (ESPP)
- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance
- Paid Parental Leave (both parents) 16 weeks paid leave (or statutory if more generous)
- Fitness/Wellness Reimbursement equivalent to \$300 USD/month
- Employer Matching of Charitable contributions up to \$250 USD equivalent/year
- Annual Zoom Store Allowance
- Business Travel Accident Insurance

Please note: The above is a summary of coverage only. Actual benefits and conditions are per the insurance policy wording.

Your Benefits for: Germany

(effective February 1, 2021)

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

These benefits are available to employees of ZVC Germany GmbH

Health Benefits At-a-Glance

Zoom contributes towards the German Statutory Health and Long-Term Care Insurance programs as mandated.

Welfare Benefits At-a-Glance

- **Term Life Insurance:** 2x annual base salary, up to a maximum of EUR 170,000
- **Permanent Disability:** 2x annual base salary, up to a maximum of EUR 170,000

Family Forming Benefit

Zoom provides access to a Family Forming network and financial assistance for services.

Monthly Contributions

Zoom pays 100% of the cost for employees.

Retirement Benefits At-a-Glance

Zoom offers employees a Group Support Fund with an employer contribution equal to 3% base annual salary. Additional employee contributions are voluntary.

Vacation Benefits At-a-Glance

Zoom observes all local public holidays and provides 30 days of personal vacation leave each year.

Perk Benefits At-a-Glance

Zoom also provides the following perks to full time employees:

- Employee Stock Purchase Plan (ESPP)
- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance
- Paid Parental Leave (both parents) 16 weeks paid leave (or statutory if more generous)
- Fitness/Wellness Reimbursement equivalent to \$300 USD/month
- Employer Matching of Charitable contributions up to \$250 USD equivalent/year
- Annual Zoom Store Allowance
- Business Travel Accident Insurance

Please note: The above is a summary of coverage only. Actual benefits and conditions are per the insurance policy wording.

Your Benefits for: Hong Kong

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

Health and Welfare Benefits At-a-Glance

Comprehensive Healthcare coverage for you and your family:

- Medical: coverage includes inpatient, outpatient, maternity, and wellness/routine examinations
- Dental: coverage includes preventive treatment (x-rays, polish), major treatment (root canal, extractions, crowns) and orthodontia for children under age 18

Monthly Contributions

Zoom pays 100% of the cost for you and your family enrolled in the benefits listed above.

Family Forming Benefit

Zoom provides access to a Family Forming network and financial assistance for services.

Retirement Benefits At-a-Glance

Zoom contributes towards the Mandatory Provident Fund (CPF) as required.

Vacation Benefits At-a-Glance

Zoom observes all local public holidays and provides an annual leave entitlement of 15 days per calendar year for the 1st and 2nd year, 17 days per calendar year for the 3rd and 4th year, 18 days per calendar year for the 5th and 6th year, 19 days per calendar year, for the 7th and 8th year, 20 days per calendar year for the 9th year.

Perk Benefits At-a-Glance

Zoom also provides the following perks to full time employees:

- Employee Stock Purchase Plan (ESPP)
- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance
- Paid Parental Leave (both parents) 16 weeks paid leave (or statutory if more generous)
- Fitness/Wellness Reimbursement equivalent to \$300 USD/month
- Employer Matching of Charitable contributions up to \$250 USD equivalent/year
- Annual Zoom Store Allowance
- Business Travel Accident Insurance

Please note: The above is a summary of coverage only. Actual benefits and conditions are per the insurance policy wording.

Your Benefits for: India

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

The contents of this document are effective as of September 1, 2021.

Health Benefits At-a-Glance

All full time employees and dependents are eligible for benefits starting on your first day of employment.

Comprehensive Healthcare coverage for you and your family:

- **Medical:** includes hospitalization, maternity, and coverage for pre-existing conditions.

Family Forming Benefit

- **Zoom** provides access to a Family Forming network and financial assistance for services.

Risk Benefits At-a-Glance

- Zoom provides Life Insurance of up to 3x CTC.
- Accidental Death/Accidental Permanent Disability is covered at 3x CTC (varies by degree of disability)
- Temporary Total Disability Weekly Benefit - 1% up to Rs.10,000 or weekly salary (whichever is lesser) up to 104 weeks

Retirement Benefits At-a-Glance

Zoom contributes towards the Employees' Provident Fund and Employees' Pension Scheme as mandated.

Vacation Benefits At-a-Glance

Zoom observes all local public holidays and provides additional time off on the next page.

Perk Benefits At-a-Glance

Zoom also provides the following perks to full time employees:

- Employee Stock Purchase Plan (ESPP)
- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance
- Fitness/Wellness Reimbursement equivalent to \$300 USD/month
- Employer Matching of Charitable contributions up to \$250 USD equivalent/year
- Annual Zoom Store Allowance
- Business Travel Accident Insurance

Please note: The above is a summary of coverage only. Actual benefits and conditions are per the insurance policy wording.

Time Off & Leave Summary: India

This document is to act as a summary of policies offered for India and may be updated at any point in time. This is only for informational purposes and does not constitute an employment contract. Please visit [Workday](#) and log any applicable time based on the information below. If you have any questions, please reach out via [AskZoomPX](#).

Eligibility

To utilize the below time off and leave policies, you must be a regular full-time employee. Interns, temporary, seasonal employees, and contingent workers employed with Zoom India are not eligible to participate

Annual Leave

Employees will be provided with 2 annual leave days monthly (accruing 24 days of annual leave per calendar year). Mid-period hires are prorated based on calendar days.

- Employees can rollover up to a maximum of 45 unused days.
- Employees can borrow from any remaining accruals for the year plus 10 days that can be borrowed from the following year.
- Upon termination of employment, any remaining balance will be paid out to the employee.
- This plan is not adjusted based on FTE, but the same for everyone.
- Accrual is halted if the employee is on a leave of absence.

Sick/Casual Leave

Zoom will provide India employees with 12 days of paid sick/casual time off per year to be used for casual need, sickness, accident, or for any other reasonable cause. Eligible employees will be issued 3 days at the start of each quarter. Balances expire at the end of a calendar year.

- This leave type is not eligible to be paid out upon termination.

Compassionate / Bereavement

Zoom recognizes that employees may need time off following the death of a family member. Zoom will provide 5 paid consecutive days of funeral/bereavement leave per instance for immediate family members as follows: employee's current spouse, domestic partner, father, mother, sister, brother, children, current parent in-law, grandparents, and grandchildren.

- The offering is available from an employee's hire date and every year following.
- It can be used in multiple instances, but not to exceed 5 consecutive days per instance.
- This leave type is not eligible to be paid out upon termination.

Paid Parental Leave

The birthing parent is allowed 26 weeks of parental leave for each child, if their first or second ones. They are offered 16 weeks for any subsequent children. The non-birthing parent is offered 16 weeks per child.

Pandemic Time Off

Starting May 15, 2021, Zoom will be providing all India employees with 10 days of paid time off that can be taken in half-day increments to support our employees in India with the COVID pandemic. Zoomies in India can utilize this additional paid time to take time off work, as needed, to recover physically and/or mentally, take care of family members, to get vaccinated, etc.

- The offering is front loaded and will expire on December 31, 2021.
- The offering will not rollover into 2022.
- This leave type is not eligible to be paid out upon termination.

Your Benefits for: Indonesia

One of our top priorities is maintaining the health and wellbeing of our employees and their families. To achieve this goal, a comprehensive benefit program **through our PEO, Globalization Partners,** is offered with a variety of options to meet your needs.

Health, Welfare and Pension Benefits At-a-Glance

Globalization Partners, through Denmark's social programs provides:

- Health insurance
- Child allowance
- Maternity
- Disability

Pension – Included in the social charges

Globalization Partners also provides these supplemental benefits

- Supplemental Medical Insurance plan for employees and dependents

Vacation Benefits At-a-Glance

12 days per year depending on tenure

Holidays

Paid Indonesia National Holidays

Travel Insurance

Provided by Globalization Partners

Please note: The above is a summary of coverage only. Actual benefits and conditions are per the insurance policy wording.

Your Benefits for: Ireland

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

Health and Welfare Benefits At-a-Glance

All full time employees and dependents are eligible for benefits starting on your first day of employment.

Comprehensive Healthcare coverage for you and your family:

- **Private Medical:** includes inpatient (including high-tech hospitals), outpatient, and maternity
- **Dental:** preventive, basic, major and orthodontic treatments

Comprehensive Welfare coverage for you:

- **Term Life Insurance:** 4x basic annual salary
- **Long-Term Sickness & Disability:** 75% of basic annual salary after 26 weeks of incapacity

Monthly Contributions

Zoom pays 100% of the cost for employees enrolled in the Private Medical and Dental cover, and 50% of the cost to enroll your eligible dependents. Zoom also pays 100% of the cost for the welfare benefits listed above via reimbursement.

Family Forming Benefit

Zoom provides access to a Family Forming network and financial assistance for services.

Retirement Benefits At-a-Glance

Zoom offers eligible employees an allowance to contribute to your own personal pension plan:

- 6% of base pay contributed by Zoom

Vacation Benefits At-a-Glance

Zoom observes all local public holidays and provides 25 days of personal vacation leave each year.

Perk Benefits At-a-Glance

Zoom also provides the following perks to full time employees:

- Employee Stock Purchase Plan (ESPP)
- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance
- Paid Parental Leave (both parents) 16 weeks paid leave (or statutory if more generous)
- Fitness/Wellness Reimbursement equivalent to \$300 USD/month
- Employer Matching of Charitable contributions up to \$250 USD equivalent/year
- Annual Zoom Store Allowance
- Business Travel Accident Insurance

Please note: The above is a summary of coverage only. Actual benefits and conditions are per the insurance policy wording.

Your Benefits for: Israel

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

Health and Welfare Benefits

All full time employees and dependents are eligible for benefits starting on your first day of employment.

Monthly Contributions

Zoom pays 1380 shekels/month as an allowance for medical coverage

Family Forming Benefit

Zoom provides access to a Family Forming network and financial assistance for services.

Retirement Benefits

Zoom offers eligible employees an allowance to contribute to your own personal pension plan:

- 6.5% of base pay contributed by Zoom

Vacation Benefits

Zoom observes all local public holidays and provides 25 days of personal vacation leave each year.

Annual recreation allowance (Dme'i Havra'a)

Additional Benefits

Educational Fund (Keren Hishtalmut) 7.5% of eligible salary to allowable maximum

Family Forming services and reimbursement

Perk Benefits At-a-Glance

Zoom also provides the following perks to full time employees:

- Employee Stock Purchase Plan (ESPP)
- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance
- Paid Parental Leave (both parents) 16 weeks paid leave (or statutory if more generous)
- Fitness/Wellness Reimbursement equivalent to \$300 USD/month
- Employer Matching of Charitable contributions up to \$250 USD equivalent/year
- Annual Zoom Store Allowance
- Business Travel Accident Insurance

Please note: The above is a summary of coverage only. Actual benefits and conditions are per the insurance policy wording.

Your Benefits for: Italy

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

Health and Welfare Benefits At-a-Glance

All full time employees and dependents are eligible for benefits starting on your first day of employment. Workers compensation

Medical Coverage

Medical coverage is provided via Italy's social scheme

Family Forming Benefit

Zoom provides access to a Family Forming network and financial assistance for services.

Retirement Benefits At-a-Glance

Zoom contributes to the national pension scheme via payroll deduction

Vacation Benefits At-a-Glance

Zoom observes all local public holidays and provides 25 days of personal vacation leave each year.

Perk Benefits At-a-Glance

Zoom also provides the following perks to full time employees:

- Employee Stock Purchase Plan (ESPP)
- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance
- Paid Parental Leave (both parents) 16 weeks paid leave (or statutory if more generous)
- Fitness/Wellness Reimbursement equivalent to \$300 USD/month
- Employer Matching of Charitable contributions up to \$250 USD equivalent/year
- Annual Zoom Store Allowance
- Business Travel Accident Insurance

Please note: The above is a summary of coverage only. Actual benefits and conditions are per the insurance policy wording.

Your Benefits for: Japan

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

Health, Welfare and Pension Benefits At-a-Glance

All full time employees and dependents are eligible for benefits starting on your first day of employment. Zoom pays into the social system which provides:

- Health Insurance
- Nursing Care (for those over the age of 40)
- Pension Contributions

Family Forming Benefit

Zoom provides access to a Family Forming network and financial assistance for services.

Vacation Benefits At-a-Glance

Zoom observes all local public holidays and provides vacation leave each year. Refer to the next page for more information on Japan Time Off and Leaves.

Perk Benefits At-a-Glance

Zoom also provides the following perks to full time employees:

- Employee Stock Purchase Plan (ESPP)
- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance
- Fitness/Wellness Reimbursement equivalent to \$300 USD/month
- Employer Matching of Charitable contributions up to \$250 USD equivalent/year
- Annual Zoom Store Allowance
- Business Travel Accident Insurance

Please note: The above is a summary of coverage only. Actual benefits and conditions are per the insurance policy wording.

Time off & Leave Summary: Japan

This document is to act as a summary of policies offered for Japan and may be updated at any point in time. This is only for informational purposes and does not constitute an employment contract. Please visit [Workday](#) and log any applicable time based on the information below. If you have any questions, please submit a ticket with [AskZoomPX](#). The below time off & leave offerings were updated and put into place on 1 October, 2021.

Eligibility

To utilize the below time off and leave policies, you must be an employee of Zoom. Contingent workers are not eligible to participate. The below time off & leave plans are not eligible to be paid out upon termination. If the offering rate differs based on full-time, part-time, or temporary status, it is discussed in the policy summary, otherwise all employees are eligible for the offering.

Annual Leave

Full-time, regular employees receive 20 front loaded days of paid annual leave per year. Mid-period hires receive a prorated front-loaded amount based on calendar days. The employee can carryover up to 20 days each year and the carryover will expire after 12 months. Part-time employees, interns, and temporary employees receive a prorated front-loaded balance based on their time worked & in accordance with statutory laws.

Compassionate / Bereavement Leave

Zoom recognizes that employees may need time off following the death of a family member. Zoom will provide paid days to employees based on the below:

- 5 days if employee is a mourner if parents, spouses, children pass away
- 3 days if employee is not a mourner if parents, spouses, children pass away
- 2 days if grandparents, brothers and sisters pass away
- 2 days when spouse's parent passes away

Jury Duty

Zoom will provide 5 days of paid time off for employees who are called to Jury Duty. Employees will be required to provide documentation of the jury duty request. Part-time employees, interns, and temporary employees receive a prorated front-loaded balance based on their time worked.

- Any time requested beyond 5 days can be taken with Annual Leave or Unpaid Leave.

Marriage Time

Employees will receive 5 consecutive days of paid time off for the employees own marriage. Employees will be required to provide documentation for the marriage time request.

- This leave type must be used within the first year of marriage.

Medical Check

Employees will receive one paid day a year to go to the doctor to receive confirmation that the employee is fit to work. Employees will be required to provide documentation for the medical check request.

- The offering is available from an employee's hire date and every year following.

Please note: The above is a summary of coverage only. Actual benefits and conditions are per the insurance policy wording.

Time off & Leave Summary: Japan

This document is to act as a summary of policies offered for Japan and may be updated at any point in time. This is only for informational purposes and does not constitute an employment contract. Please visit [Workday](#) and log any applicable time based on the information below. If you have any questions, please submit a ticket with [AskZoomPX](#).

Sick Leave

Employees will receive 3 days of paid sick leave provided by Zoom. If the employee is out of the office for two consecutive days the employee will be required to provide a doctor's note. If the employee is still sick and out of the office after the third day, the sick leave will then be unpaid by Zoom.

- The offering is available from an employee's hire date and every year following.

Paid Parental Leave

Zoom offers full-time, regular employees Paid Parental Leave for both parents. This offering includes 16 weeks of paid leave and runs concurrently with any local entitlements. Part-time or temporary employees are not eligible for the paid offering. Please review the work rules for more details.

Please note: The above is a summary of coverage only. Actual benefits and conditions are per the insurance policy wording.

Zoomの最優先課題のひとつは、従業員とその家族の健康と福利の維持です。この目標を達成するため、私たちは、従業員のニーズに最も沿うべく、様々な選択肢を備えた包括的な福利厚生プログラムを提供します。

健康・厚生年金保険の概要

正社員および扶養家族は、全員、入社日から受給資格があります。Zoomは、以下の社会保険に対して支払いをします。

- 健康保険
- 介護保険(40歳以上)
- 厚生年金保険

家族形成のベネフィット

Zoomは、家族形成ネットワークへのアクセスと、そのサービスに対する経済的支援を提供します。

休暇ベネフィットの概要

Zoomは、日本の祝祭日をすべて遵守し、毎年休暇を付与します。日本における休暇の詳細については、次ページをご覧ください。

特典の概要

Zoomは、正社員に以下の特典も提供します。:

- 従業員持株制度(ESPP)
- 精神的サポート、融資、法的助言などのEAP(Employee Assistance Program)
- フィットネス/ウェルネス費用 \$300/月相当
- 年間\$250相当までの慈善寄付の事業主マッチング
- 年間Zoomストア手当
- 出張災害保険

注意:上記は概要のみであり、実際の給付および条件は保険証券の文言に従います。

この文書は、日本において提供されるポリシーの要約としての役割を果たすもので、随時更新されることがあります。この文書は情報提供のみを目的とし、雇用契約を構成するものではありません。[Workday](#)にアクセスし、以下の情報に基づいて、該当の時間を入力してください。

ご質問がありましたら、[AskZoomPX](#)にチケットをご提出ください。

対象者

以下の休暇ポリシーを利用するためには、Zoomの従業員である必要があります。外部委託先の労働者は対象外です。以下の休暇制度は、退職時に買取りは行いません。正社員、パートタイマー、または臨時雇用の地位により付与率が異なる場合、ポリシー・サマリーの中で触れられており、そのような記載がなければ、全従業員が付与の対象となります。

年次有給休暇

正社員には、年間20日の年次有給休暇が年度初日に付与されます。中途入社の場合、暦日に基づいて比例配分された日数が入社日に付与されます。従業員は毎年20日まで繰り越すことが可能で、繰越しは12か月で終了します。パートタイマー、インターン、臨時社員については、法令に従い、勤務時間に応じて按分した日数を年度初日ないし入社日に付与します。

弔慰休暇

Zoomは、従業員が家族の死亡により休暇を必要とする可能性があることを認識しています。Zoomは、従業員に対し、以下の有給休暇を付与します。

- 父母、配偶者、子が死亡し、従業員が喪主である場合は5日
- 父母、配偶者、子が死亡し、従業員が喪主でない場合は3日
- 祖父母、兄弟姉妹が亡くなった場合は2日間
- 配偶者の父母が死亡した場合は2日間

裁判員の職務

Zoomは、裁判員の職務に招集された従業員に対して5日間の有給休暇を付与します。従業員は、従業員の職務要請に関する証明書を提出する必要があります。パートタイマー、インターン、臨時社員は、それぞれの勤務時間に応じて按分した日数を期間初日に付与されます。

- 5日を超える請求の場合は、年次有給休暇ないし無給休暇として取得することができます。

慶事休暇

従業員は、自身の結婚のために連続5日間の有給休暇を付与されます。従業員は、慶事休暇の請求にあたり、証明書を提出する必要があります。

- この休暇は、結婚後1年以内に使用する必要があります。

健康診断

医師の診察を受け、業務遂行ができることの確認を得るため、年1回の有給休暇が付与されます。従業員は、健康診断の請求にあたり、証明書を提出する必要があります。

- この福利厚生は、従業員の入社日からその後毎年利用可能です。

この文書は、日本において提供されるポリシーの要約としての役割を果たすもので、随時更新されることがあります。この文書は情報提供のみを目的とし、雇用契約を構成するものではありません。[Workday](#)にアクセスし、以下の情報に基づいて、該当の時間を入力してください。

ご質問がありましたら、[AskZoomPX](#)にチケットをご提出ください。

病気休暇

従業員には、3日間の有給病気休暇が付与されます。従業員が2日連続で出勤できない場合、医師の診断書を提出する必要があります。3日経過後も病気の状態が続き、出勤できない場合、病気休暇は無給となります。

- この福利厚生は、従業員の入社日からその後毎年利用可能です。

有給の育児休業

Zoomでは、親である正社員に対して、有給の育児休業を付与しています。この福利厚生には、16週間の支払いが含まれ、現地法上の制度と同時に進行します。パートタイマー・臨時社員は支給対象外です。詳細は就業規則をご覧ください。

本ガイドに記載されていない詳細については、日本の就業規則(今後数か月以内に発行予定)を参照ください。

Your Benefits for: Mexico

One of our top priorities is maintaining the health and wellbeing of our employees and their families. To achieve this goal, a comprehensive benefit program through our **PEO, Globalization Partners**, is offered with a variety of options to meet your needs.

Health, Welfare and Pension Benefits At-a-Glance

Globalization Partners, through Mexico's social programs provides:

- Health Insurance
- Long Term Sickness

Globalization Partners also provides these supplemental benefits

- Medical Insurance for employee and dependents
- Life Insurance
- Savings Fund
- Meal Voucher

New Statutory Benefits in 2021

- Savings Fund
- Home Office Allowance

Pension – Included in the social charges

Vacation Benefits At-a-Glance

10 days per year

Please note: The above is a summary of coverage only. Actual benefits and conditions are per the insurance policy wording.

Your Benefits for: Netherlands

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

Health and Welfare Benefits At-a-Glance

All full-time employees are eligible for benefits starting on your first day of employment.

Comprehensive Healthcare coverage for you and your family:

- **Medical:** Zoom provides access to medical insurance discounts through CZ Insurance Company.

Comprehensive Welfare coverage for you:

- **Life Insurance:** a benefit equal to 2 times your annual base salary (including holiday allowance).
- **Accidental Insurance:** a benefit equal to 2x your annual base salary in the case of a disability or death caused by an accident, up to a maximum benefit of EUR 350,000.
- **Short Term Disability/Sickness:** Zoom provides 100% of your salary for the first year of leave and 70% of your salary for the second year.
- **Long Term Disability:** Zoom provides supplemental long-term disability coverage through WIA and WGA insurance plans covering 70% of your salary

Monthly Contributions:

Employees pay the full cost of medical insurance and Zoom pays the full cost of all other benefits.

Family Forming Benefit

- **Zoom** provides access to a Family Forming network and financial assistance for services.

Retirement Benefits At-a-Glance

Zoom offers a pension plan with a contribution of 6% of pension base (salary minus AOW-franchise). You may contribute additional voluntary contributions.

Vacation Benefits At-a-Glance

Zoom observes all local public holidays and provides 25 days of personal vacation leave each year.

Perk Benefits At-a-Glance

Zoom also provides the following perks to full time employees:

- Employee Stock Purchase Plan (ESPP)
- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance
- Paid Parental Leave (both parents) 16 weeks paid leave (or statutory if more generous)
- Fitness/Wellness Reimbursement equivalent to \$300 USD/month
- Employer Matching of Charitable contributions up to \$250 USD equivalent/year
- Annual Zoom Store Allowance
- Business Travel Accident Insurance

Please note: The above is a summary of coverage only. Actual benefits and conditions are per the insurance policy wording.

Your Benefits for: New Zealand

One of our top priorities is maintaining the health and wellbeing of our employees and their families. To achieve this goal, a comprehensive benefit program through our **PEO, Globalization Partners**, is offered with a variety of options to meet your needs.

Health, Welfare and Pension Benefits At-a-Glance

Globalization Partners, through New Zealand's social programs provides:

- National Health Insurance
- Income protection

Pension – Included in the statutory benefits. Optional KiwiSaver account access with 3% contribution.

Vacation Benefits At-a-Glance

Statutory vacation benefits are provided (currently 4 weeks per year after one year of service), and public holidays are observed.

Sick Leave At-a-Glance

All employees are entitled to 5 days sick leave if they meet the statutory requirements.

Please note: The above is a summary of coverage only. Actual benefits and conditions are per the insurance policy wording.

Your Benefits for: Norway

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

These benefits are effective July 1, 2021 and until further notice.

Health, Welfare and Pension Benefits At-a-Glance

Zoom, through Norway's social programs provides:

- Health Insurance
- Workers Compensation

Family Forming Benefit

Zoom provides access to a Family Forming network and financial assistance for services.

Retirement Benefits At-a-Glance

Provided through the social security scheme

Vacation Benefits At-a-Glance

Zoom observes all local public holidays and provides 25 days of personal vacation leave each year.

Perk Benefits At-a-Glance

Zoom also provides the following perks to full time employees:

- Employee Stock Purchase Plan (ESPP)
- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance
- Paid Parental Leave (both parents) 16 weeks paid leave (or statutory if more generous)
- Fitness/Wellness Reimbursement equivalent to \$300 USD/month
- Employer Matching of Charitable contributions up to \$250 USD equivalent/year
- Annual Zoom Store Allowance
- Business Travel Accident Insurance

Please note: The above is a summary of coverage only. Actual benefits and conditions are per the insurance policy wording.

Your Benefits for: Poland

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

Health Benefits At-a-Glance

All full time employees are eligible for the following benefits.

Comprehensive Healthcare coverage for you:

Medical Insurance: includes the following:

- Occupational medical exam
- Outpatient consultations including primary care and specialist visits
- Diagnostic testing and labs
- Dental exam (annual)
- Emergency cover
- Daily Hospital cash allowance

Family Forming: Zoom offers access to a Family Forming network and financial assistance for services

Monthly Contributions: Zoom pays 100% of the cost of employee medical and allows dependents to be enrolled in the plan at the expense of the employee.

Retirement Benefits At-a-Glance

Zoom contributes to Social Insurance plan as required.

Vacation Benefits At-a-Glance

Zoom observes all local public holidays and provides 20 or 26 vacation days per year, depending on tenure

Perk Benefits At-a-Glance

Zoom also provides the following perks to full time employees:

- Employee Stock Purchase Plan (ESPP)
- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance
- Paid Parental Leave (both parents) 16 weeks paid leave (or statutory if more generous)
- Fitness/Wellness Reimbursement equivalent to \$300 USD/month
- Employer Matching of Charitable contributions up to \$250 USD equivalent/year
- Annual Zoom Store Allowance
- Business Travel Accident Insurance

Please note: The above is a summary of coverage only. Actual benefits and conditions are per the insurance policy wording.

Your Benefits for: Saudi Arabia

One of our top priorities is maintaining the health and wellbeing of our employees and their families. To achieve this goal, a comprehensive benefit program through our **PEO, Globalization Partners**, is offered with a variety of options to meet your needs.

Health, Welfare and Pension Benefits At-a-Glance

Globalization Partners, through Saudi Arabia's social programs provides:

- Medical Care Insurance
- Hospital Care
- Long-term Disability

Globalization Partners also provides these supplemental benefits

- Supplemental Medical Insurance

Pension - Included in the social charges

Vacation Benefits At-a-Glance

21 - 30 days per year depending on tenure

Please note: The above is a summary of coverage only. Actual benefits and conditions are per the insurance policy wording.

Your Benefits for: Singapore

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

Health and Welfare Benefits At-a-Glance

Comprehensive Healthcare coverage for you and your family:

- Medical: coverage includes inpatient, outpatient, maternity, and wellness/routine examinations
- Dental: coverage includes preventive treatment (x-rays, polish), major treatment (root canal, extractions, crowns) and orthodontia for children under age 18

Family Forming Benefit

- Zoom offers access to a Family Forming network and financial assistance for services
- Child Care Leave is provided as a regulatory benefit

Comprehensive Welfare coverage for you:

- Term Life Insurance: SGD 150,000 benefit
- Total & Permanent Disability Insurance: SGD 150,000 benefit
- Personal Accident Insurance: SGD 150,000 benefit

Monthly Contributions

Zoom pays 100% of the cost for you and your family enrolled in the benefits listed above.

Retirement Benefits At-a-Glance

Zoom contributes towards the Central Provident Fund (CPF) as required.

Vacation Benefits At-a-Glance

Zoom observes all local public holidays and provides 18 - 27 days of annual leave based on tenure.

Perk Benefits At-a-Glance

Zoom also provides the following perks to full time employees:

- Employee Stock Purchase Plan (ESPP)
- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance
- Paid Parental Leave (both parents) 16 weeks paid leave (or statutory if more generous)
- Fitness/Wellness Reimbursement equivalent to \$300 USD/month
- Employer Matching of Charitable contributions up to \$250 USD equivalent/year
- Annual Zoom Store Allowance
- Business Travel Accident Insurance

Please note: The above is a summary of coverage only. Actual benefits and conditions are per the insurance policy wording.

Your Benefits for: South Africa

One of our top priorities is maintaining the health and wellbeing of our employees and their families. To achieve this goal, a comprehensive benefit program through our **PEO, Globalization Partners**, is offered with a variety of options to meet your needs.

Health, Welfare and Pension Benefits At-a-Glance

Globalization Partners, through South Africa's social programs provides

- Health Insurance
- Workers Compensation

Globalization Partners also provides these supplemental benefits

- Allowance for additional insurance

Pension – Included in the social charges

Vacation Benefits At-a-Glance

15 days per year

Please note: The above is a summary of coverage only. Actual benefits and conditions are per the insurance policy wording.

Your Benefits for: South Korea

One of our top priorities is maintaining the health and wellbeing of our employees and their families. To achieve this goal, a comprehensive benefit program through our **PEO, Globalization Partners**, is offered with a variety of options to meet your needs.

Health, Welfare and Pension Benefits At-a-Glance

Globalization Partners, through South Korea's social programs provides:

- National Health Insurance
- Long Term Care Insurance
- Life and Disability
- Unemployment Insurance
- Workers Compensation

An allowance of 300,000 KRW/month is provided to secure supplemental medical coverage. Annual Health Screening Allowance: 250,000 KRW

Pension – Included in the social charges via Samsung Life

Vacation Benefits At-a-Glance

15-25 days per year, depending on tenure

Public Holidays

7 sick days annually

Please note: The above is a summary of coverage only. Actual benefits and conditions are per the insurance policy wording.

Your Benefits for: Spain

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

Health and Welfare Benefits At-a-Glance

All full time employees and dependents are eligible for benefits starting on your first day of employment.

Comprehensive Healthcare coverage for you and your family:

- **Medical:** includes inpatient, outpatient, and dental coverage

Comprehensive Welfare coverage for you:

- **Term Life Insurance:** 2x basic annual salary
- **Total Permanent Disability:** 2x basic annual salary
- **Personal Accident:** 2x basic annual salary

Monthly Contributions

Zoom pays 100% of the cost for you and 50% for your family enrolled in the medical plan. Zoom also pays 100% of the cost for the welfare benefits listed above.

Family Forming Benefit

Zoom provides access to a Family Forming network and financial assistance for services.

Retirement Benefits At-a-Glance

Zoom contributes to the General Regime/National Social Security Institute as required.

Vacation Benefits At-a-Glance

Zoom observes all local public holidays and provides 25 days of personal vacation leave each year.

Perk Benefits At-a-Glance

Zoom also provides the following perks to full time employees:

- Employee Stock Purchase Plan (ESPP)
- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance
- Paid Parental Leave (both parents) 16 weeks paid leave (or statutory if more generous)
- Fitness/Wellness Reimbursement equivalent to \$300 USD/month
- Employer Matching of Charitable contributions up to \$250 USD equivalent/year
- Annual Zoom Store Allowance
- Business Travel Accident Insurance

Please note: The above is a summary of coverage only. Actual benefits and conditions are per the insurance policy wording.

Your Benefits for: Sweden

One of our top priorities is maintaining the health and wellbeing of our employees and their families. To achieve this goal, a comprehensive benefit program through our **PEO, Globalization Partners**, is offered with a variety of options to meet your needs.

Health, Welfare and Pension Benefits At-a-Glance

Globalization Partners, through Sweden's social programs provides:

- Health Insurance

Globalization Partners also provides these supplemental benefits

- Supplemental Medical Insurance

Pension

- Included in the social charges
- Salary Sacrifice also available

Vacation Benefits At-a-Glance

30 days per year depending on tenure

Please note: The above is a summary of coverage only. Actual benefits and conditions are per the insurance policy wording.

Your Benefits for: Switzerland

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

Health and Welfare Benefits At-a-Glance

All full time employees and dependents are eligible for benefits starting on your first day of employment. Several benefits are offered as part of Switzerland's social scheme.

Monthly Contributions:

Zoom pays a monthly allowance for supplemental medical coverage

Family Forming Benefit

Zoom provides access to a Family Forming network and financial assistance for services.

Retirement Benefits

Zoom offers eligible employees an allowance to contribute to your own personal pension plan in addition to the social scheme:

- 9.0% of base pay and commissions paid by Zoom, with equal contribution from employee
- 100'000 base pay cap and 100'000 commission cap

Vacation Benefits At-a-Glance

Zoom observes all local public holidays and provides 25 days of personal annual leave.

Perk Benefits At-a-Glance

Zoom also provides the following perks to full time employees:

- Employee Stock Purchase Plan (ESPP)
- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance
- Paid Parental Leave (both parents) 16 weeks paid leave (or statutory if more generous)
- Fitness/Wellness Reimbursement equivalent to \$300 USD/month
- Employer Matching of Charitable contributions up to \$250 USD equivalent/year
- Annual Zoom Store Allowance
- Business Travel Accident Insurance

Please note: The above is a summary of coverage only. Actual benefits and conditions are per the insurance policy wording.

Your Benefits for: Turkey

One of our top priorities is maintaining the health and wellbeing of our employees and their families. To achieve this goal, a comprehensive benefit program through our **PEO, Globalization Partners**, is offered with a variety of options to meet your needs.

Health, Welfare and Pension Benefits At-a-Glance

Globalization Partners, through Turkey's social programs provides:

- Health Insurance
- Disability Insurance

Globalization Partners also provides these supplemental benefits

- Supplemental Medical Insurance allowance

Pension – Mandatory 12.5% contribution

Vacation Benefits At-a-Glance

14 days per year depending on tenure

Please note: The above is a summary of coverage only. Actual benefits and conditions are per the insurance policy wording.

Your Benefits for: United Arab Emirates (UAE)

One of our top priorities is maintaining the health and wellbeing of our employees and their families. To achieve this goal, a comprehensive benefit program through our **PEO, Globalization Partners**, is offered with a variety of options to meet your needs.

Health, Welfare and Pension Benefits At-a-Glance

Globalization Partners also provides these supplemental benefits

- Supplemental Medical Insurance plan

Vacation Benefits At-a-Glance

30 days per year depending on tenure

Please note: The above is a summary of coverage only. Actual benefits and conditions are per the insurance policy wording.

Your Benefits for: United Kingdom

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

Health and Welfare Benefits At-a-Glance

All full time employees and dependents are eligible for benefits starting on the first of the month following your day of employment

Comprehensive Healthcare coverage for you and your family:

- **Private Medical** (fully medically underwritten): includes inpatient, outpatient, and virtual GP services. This plan includes Vitality Wellness and discount programs.
- **Cash Plan:** reimbursement for out-of-pocket expenses relating to healthcare needs such as dental and optical

Comprehensive Welfare coverage for you:

- **Term Life Insurance:** 4x basic annual salary
- **Long-Term Sickness & Disability:** 75% of basic annual salary after 13 weeks of incapacity

Monthly Contributions

Zoom pays 80% of the cost for you and your family enrolled in the PMI plan and 100% for the Cash Plan. Zoom also pays 100% of the cost for the welfare coverage listed above.

Family Forming Benefit

Zoom provides access to a Family Forming network and financial assistance for services.

Retirement Benefits At-a-Glance

Zoom offers eligible employees access to a pension plan with the below contributions based on your basic salary:

- 4% of base pay contributed by Zoom
- 5% of base pay contributed by employee

Vacation Benefits At-a-Glance

Zoom observes all local public holidays and provides 25 days of personal vacation leave each year.

Perk Benefits At-a-Glance

Zoom also provides the following perks to full time employees:

- Employee Stock Purchase Plan (ESPP)
- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance
- Paid Parental Leave (both parents) 16 weeks paid leave (or statutory if more generous)
- Fitness/Wellness Reimbursement equivalent to \$300 USD/month
- Employer Matching of Charitable contributions up to \$250 USD equivalent/year
- Annual Zoom Store Allowance
- Business Travel Accident Insurance

Please note: The above is a summary of coverage only. Actual benefits and conditions are per the insurance policy wording.

Your Benefits for: United States (Hourly Employees)

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

Health and Welfare Benefits At-a-Glance

All full time employees and dependents (including domestic partners) are eligible for benefits starting on the first of the month following your first day of employment.

Comprehensive Healthcare coverage for you and your family:

Medical Plans: Zoom provides a choice of three plans

- HMO (California, Colorado, Georgia)
- PPO (Anthem network-check for our provider here: www.zoom.collectivehealth.com)
- High Deductible Health Plan with Health Savings Account (Anthem network)

Dental Plans: Zoom provides FREE dental coverage for you and your dependents

- Enhanced Dental plan available

Vision Plans: Zoom provides FREE vision coverage for you and your dependents

- Enhanced Vision plan available

Retirement Benefits At-a-Glance

Zoom offers a 401(k) plan with automatic enrollment and separate deferral percentage for bonuses

Vacation Benefits At-a-Glance

Zoom observes 10 paid holidays per year and a rich Paid-Time-Off plan.

Perk Benefits At-a-Glance

Zoom also provides the following perks to full time employees:

- Employee Stock Purchase Plan (ESPP)
- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance
- Paid Parental Leave (both parents) 16 weeks paid leave
- Book reimbursement and subscription to digital library for kids
- Fitness/Wellness Reimbursement equivalent to \$300 USD/month
- Employer Matching of Charitable contributions up to \$250 USD/year
- Annual Zoom Store Allowance
- Business Travel Accident Insurance

Comprehensive Income Protection coverage for you

Paid by Zoom

- Life Insurance: \$200,000 Life/AD&D policy
- Short- and Long-Term Disability: 60% of basic annual salary

Available to employees and dependents at additional cost

- Additional Life insurance
- Accident insurance

Additional Benefits

- Access to a Family Forming network and financial assistance for services.
- Free access to Certified Financial Planners for budgeting and financial education
- Free access to virtual physical therapy and ergonomic assessments
- Robust mental health benefit

Please note: The above is a summary of coverage only. Actual benefits and conditions are per the insurance policy wording.

Your Benefits for: United States (Salaried Employees)

One of Zoom's top priorities is maintaining the health and wellbeing of its employees and their families. To achieve this goal, we offer a comprehensive benefit program with a variety of options to best meet your needs.

Health and Welfare Benefits At-a-Glance

All full time employees and dependents (including domestic partners) are eligible for benefits starting on the first of the month following your first day of employment.

Comprehensive Healthcare coverage for you and your family:

Medical Plans: Zoom provides a choice of three plans

- HMO (California, Colorado, Georgia)
- PPO (Anthem network-check for our provider here: www.zoom.collectivehealth.com)
- High Deductible Health Plan with Health Savings Account (Anthem network)

Dental Plans: Zoom provides FREE dental coverage for you and your dependents

- Enhanced Dental plan available

Vision Plans: Zoom provides FREE vision coverage for you and your dependents

- Enhanced Vision plan available

Retirement Benefits At-a-Glance

Zoom offers a 401(k) plan with automatic enrollment and separate deferral percentage for bonuses

Vacation Benefits At-a-Glance

Zoom observes 10 paid holidays per year, 7 sick days and My-Time-Off (MTO), an extended vacation policy.

Perk Benefits At-a-Glance

Zoom also provides the following perks to full time employees:

- Employee Stock Purchase Plan (ESPP)
- Employee Assistance Program (EAP) including emotional support, financial resources and legal guidance
- Paid Parental Leave (both parents) 16 weeks paid leave (or statutory if more generous)
- Fitness/Wellness Reimbursement equivalent to \$300 USD/month
- Employer Matching of Charitable contributions up to \$250 USD equivalent/year
- Annual Zoom Store Allowance
- Business Travel Accident Insurance

Comprehensive Income Protection coverage for you

Paid by Zoom

- Life Insurance: \$200,000 Life/AD&D policy
- Short- and Long-Term Disability: 60% of basic annual salary

Available to employees and dependents at additional cost

- Additional Life insurance
- Accident insurance

Additional Benefits

- Access to a Family Forming network and financial assistance for services.
- Free access to Certified Financial Planners for budgeting and financial education
- Free access to virtual physical therapy and ergonomic assessments
- Robust mental health benefit

Please note: The above is a summary of coverage only. Actual benefits and conditions are per the insurance policy wording.

The image features the Zoom logo, which consists of the word "zoom" in a lowercase, rounded, sans-serif font. The logo is rendered in a bright blue color and is centered horizontally in the lower half of the frame. The background is a solid dark blue, with a white curved shape at the top that creates a sense of depth and movement.

zoom