

Voluntary Benefits Package Koblenz Site



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>>Now let's talk facts!

Many times, job candidates ask us what voluntary benefits we offer - in addition to base salary, Christmas bonus and vacation bonus? Stabilus is a growth-oriented company with unbelievable dynamics and change for the greater good of all of us! We would like to use this brochure to spell it out for you. Over the last years, our great team has been very engaged in projects that we would like to mention here. Take a look at this selection of projects that we were able to implement – and, of course, will continue to develop:

World-wide Strategy Process

Company Health
Management Plan

"Rising STAR" Talent Group

1-Year Coaching Program for
Young Leadership Talents

Spruce Up Your Workplace

Competence Profiles at Stabilus

Stabilus offers a great perspective to all employees who want to apply themselves, advance in their careers, and make a contribution as part of a true market leader. Of course, this also comes with a benefits package worthy of a top-notch employer.

**Our promise: You get involved - we'll help you grow -
personally and financially!**

Martina Widmer - Vice President Global HR

Unsere Fakten (Stand 12/2016):
75 Auszubildende → Jährliche Auszeichnung der IHK Besten Ehrung
mehr als 100 verschiedene Teilzeitmodelle
5.815 Mitarbeiter weltweit
1.690 Mitarbeiter in Koblenz
12,6 % Frauenanteil am Standort Koblenz

>> Our vision in healthcare management „Healthy employees in a healthy company“

Take your health into your own hands:

- Subsidized gym memberships
- We offer an abundance of activities - whether you want to quit smoking, lose weight, suffer from back problems, need a massage or would like to talk about your concerns with a professional - please feel free to contact our „Company Health & Wellness Management“ team.
- We offer a variety of classes e.g.: „Healthy Leadership“.
- Travel medication, immunizations, vision and hearing tests, and much more



>> Please talk
to our
company
physician!



>> Company physician

The tasks of a company physician include in particular:

- Support the employee and employer in all matters of occupational health
- Provide support in the evaluation of work conditions (risk assessment)
- Examination and occupational health evaluation of employees; record and analyze the examination results;
- monitor workplace safety, e.g., by visiting the workplaces
- Counseling and support with alcohol, addiction and psychological problems
- Counseling in personal crisis situations (separation, divorce, bereavement, trauma)
- Medical advice when traveling (business or personal)
- Medical consulting regarding the procedure/appeals process pursuant to the German Disabilities Act (GdB)
- Medical consulting on the application/appeals process for rehabilitation and reintegration into the work life

Our team provides a broad array of health and wellness services for all Stabilus employees.

You may receive consulting regarding:

- Individual consulting on a healthy lifestyle
- Individual consulting on dealing with diseases



>> We recognize your contribution

We like to acknowledge you, for example

- On the occasion of a milestone birthday
- When you plan a Christmas party for your department
- On your work anniversary, when we would like to invite you to our company reception
- If you volunteer for a charitable cause and have the opportunity to win EUR 500 for a project of your choice (Social Award)
- With a „wedding bonus“ when you get married
- If you get nominated by your peers as „Best of Stabilus“

>> Child care

Don't know what to do with your children during school breaks?

We have awesome camps to occupy your kids (6 - 14 years) during those times.

Stabilus will support you in finding a suitable spot with one of our cooperation partners, both financially as well as by choice addresses for tried-and-true camps.

This applies both to athletic and learning camps.

The subsidy per child is equal to the camp fee, up to EUR 150 per year; Stabilus will pay the lump-sum tax on this amount.

It is important that the child is your dependent for tax purposes and that we receive proof of the fee paid.

If you are interested, please contact HR.



>> We'll even take care of your company equipment!

Flexible use of company equipment

- Mobile phone and laptops for certain categories of employees
- Height-adjustable desks for employees with back problems
- Ergonomic chairs
- Required job apparel provided

>> Of course, discounts are always a popular feature:

- We subsidize healthy eating in our cafeteria
- We use funds to help pay for dental and vision expenses and occupational therapy or rehab for union salaried employees
- You'll receive an employee discount on our products
- If we hire an external candidate based on your recommendation, and the job posting is marked „Recruiting Bonus“, you'll qualify for gross compensation of EUR 1,500 to 2,500.
50 % upon signing of the contract; remainder after the probation period.

>> If you join us as a manager*, you'll automatically participate in the following programs:

- Target-Agreement-Bonus system
- Health check-up
- Extensive insurance package
- Company car
- Working hours honor system
- Frequent flyer mileage program can be used for personal travel**

* = AT (outside of collective bargaining) / classified according to management level

** Valid for all employees

>> We go above and beyond

- An employer-funded company pension scheme of 18% of the previous October compensation as well as grants for a privately financed old-age pension scheme
- Flexible work hours
- Home office for certain divisions
- More than 100 part-time work models
- Bicycle rental
- Regular seminars and continuous education offerings

>> Your personal career advancement / development

„HIGH POTENTIAL“ PROGRAMM

Stabilus offers an exclusive development program for „High Potentials“ (18 month program). You are considered a High Potential if your development steps are geared towards at least two more hierarchy levels or a specialist career. You can either apply for this or be nominated. Worldwide, the program is intended for 10 - 15 talents.

SPECIAL ADVANCEMENT PROGRAMS FOR 'POTENTIALS'

As part of the annual HR Conference, managers will suggest those employees whose careers should be advanced, since they are considered 'Potentials'. To you, this means you'll be given extra challenging and exciting tasks, you'll make decisions and can co-create your work area. Your supervisor and the HR partners will provide career counseling and make you a career proposal. It will give you the opportunity to work as an „expat“ at one of Stabilus' sites worldwide.

>> Your personal career advancement / development

SPECIALIST OR MANAGER?

At Stabilus, we'll be glad to help you decide whether a specialist or manager career is a good choice for you. We advise, develop and support you through seminars, coaching programs, personality tests, assessments and many other exciting tools, which will help you get to know yourself better and thus make the right decision.

YOUR DEVELOPMENT OPPORTUNITIES?

Even if a „High Potential Program“ or similar is not for you, we value constructive feedback. Your supervisor will help you find the right development models and coordinate them with you. Use your annual performance review meeting to find out where you stand.





>> We reward your commitment

Your commitment should be your motivation!

Sometimes, acknowledgement can take different forms:

- A big, fat praise from your boss
- Participate in our improvement idea management, and we'll credit EUR 5 to your „Ticket Plus Card“ ... and if the savings potential or improvement is obvious, you'll receive significantly more
- If you would like to improve your workplace and participate in the „Spruce Up Your Workplace“ competition, you could win a trip to a Stabilus site of your choice.
- If you develop an invention/patent, you'll receive EUR 260 at the time of patent application and EUR 770 when the patent is granted.