

Czechia Benefits Summary





Welcome to
expedia group[™]

We are so thrilled for you to join. EG offers benefits to help you thrive in and outside of the workplace. Read through this summary to learn about all the benefits we offer locally, and don't forget to read your global benefits summary to learn more about what is offered to all employees.

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Your Health Benefits



Healthcare Services

Healthcare Services In addition to the public health insurance system, you will be able to participate in a local medical plan.

Coverage is provided to you and can be extended to your legal spouse/children at your own expense, but at the group rates available as an Expedia employee. You will be eligible for the Premium Plan which provides the following health care services:

- Access to 6 clinics in Prague covering 40+ specializations, ranging from general medicine to same-day surgery. You can find an overview of the specializations [here](#).
- Guaranteed urgent appointments within 24 hours.
- Doctor online 24/7 which enables you to be examined by a doctor via chat/video chat at any time and from any place.
- Preventive check-up.
- 5% discount for dental procedures (according to price list).
- 50% discount on the Maternity Programme (MATERNA).

Wealth & Protection



Retirement Plan

In addition to the pension benefits provided by Social Security, you may make contributions to a pension provider of your choice. Expedia will match your contribution up to a maximum of 3% of your salary.



Risk (Life & Disability) Plan

In the event of a death or total and permanent disability whilst employed by Expedia, a lump sum of 2 times your annual gross base salary will be paid. This benefit is fully paid for by the company.



Lifestyle Benefits



Meal Vouchers

Expedia will provide you with meal vouchers, charged to your electronic card, worth CZK 150 per day. Expedia covers 55% of the cost, while you pay the remaining 45% via a payroll deduction based on a signed consent from you. The meal card is widely accepted in restaurants, food courts, and some grocery stores. To be eligible for meal voucher you need to work at least 3 hours of your planned shift for that day. The meal contribution is received retroactively after the salary of the calendar month is calculated.

Multisport Leisure Pass

To help you keep active the MultiSport Leisure Pass enables you access to discounted rates to purchase a MultiSport card for you and one other adult and up to 3 children.

The card offers access to a network of more than 2,500 premium sports facilities, online exercises, bike sharing, and healthy lifestyle offers via Multiclub.

The costs of coverage will be deducted directly from your salary, and you can use the card every day for one free entry in the network.

Lifestyle Benefits



Public Transport Allowance

A monthly allowance of CZK 305 net is provided to all employees up to Grade K. This benefit is automatically processed in the monthly payslip.



Sick Leave

Employees are entitled to Short Term Disability benefits from the 4th working day of sickness (the first 3 working days of illness are paid at approximately 60% of base salary). Expedia will pay from the 4th to the 14th calendar day of sickness at your normal salary level. From the 15th day and on, sick leave will be paid by the Czech Social Security Office (up to a maximum of 380 days from the beginning of the sick leave).



Annual Leave

Expedia provides 25 paid days of Annual Leave per calendar year, or a prorated amount based on the starting date.

Travel & Wellness Reimbursement



Travel & Wellness Reimbursement

Employees are eligible for an annual Travel & Wellness benefit. The program is designed to help offset the cost of activities that promote wellness for you and your family and expenses you incur for your own leisure travel which are booked on one of our eligible travel sites.

Eligibility is determined based on your work location and may require meeting working hours thresholds. The benefit amount available is determined by the years of service you have earned as of January 1 of the vacation plan year.

Service at the beginning of the Plan year	T&W Reimbursement Benefit
0-3 Years	CZK 25,870
3-6 Years	CZK 32,265
7+ Years	CZK 38,660

* This benefit is taxable.



Celebrating your Milestones

Service Award Program

Employees are a critical part of our company's success. As such, this program recognizes your effort, commitment, and contributions by awarding additional travel reimbursement amounts at key years of service milestones of 5, 10, and every 5 years thereafter:

- **5 years of service:** CZK 3,840
- **10 years of service:** CZK 6,395
- **Every 5 years thereafter:** CZK 12,790





Key Information

All insured benefits offered by Expedia are subject to the insurer's terms and conditions and may change from time to time. If any insurance provider refuses for any reason to provide the applicable insurance benefit to you (or your dependents where applicable) Expedia will not be liable to provide you any replacement benefit of the same or similar kind or to pay compensation in lieu of such benefit.

The voluntary participation of the employee in this benefits program implies the acceptance and observance by the employee of every provision contained in this communication and the any applicable terms and conditions.

Expedia expressly reserves the right to at any time withdraw, reduce or vary an employee's entitlement under or participation in any schemes or benefits referred to in this summary without compensation.



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