

## United States

- 3 medical plan options
- HSA compatible plan
- Dental and vision insurance
- Matching 401K
- 10 US holidays
- Healthcare and dependent care Flexible Spending Account
- PTO accrual rolls over every year
- Additional days of paid vacation for subsequent years of service
- Tuition reimbursement

## Netherlands

- Pension
- 30 days annual holiday
- 8% annual holiday payment
- Reimbursement of additional study costs
- Company car (relevant job)
- Additional reimbursement for working hours abroad

## Canada

- Vacation pay 4% each pay period
- 8 Canadian statutory holidays
- Benefits provided by Canada's universal healthcare system
- Dental insurance
- 10 days of sick leave
- Opportunity for overtime
- Job-related education reimbursement

## Japan

- 10 days paid vacation
- Additional days of paid vacation for subsequent years of service
- 16 Japanese national holidays
- Annual health check
- Opportunity for overtime
- Benefits provided by National Health Insurance in Japan
- Cell phone reimbursement
- Job-related education reimbursement