

**5 Two companies have posted their remuneration packages on the job page of their company websites. Label the descriptions of benefits (1–12) with items a–l.**

- |                                 |                               |
|---------------------------------|-------------------------------|
| a performance-related pay       | g profit-sharing bonus scheme |
| b sports club membership        | h life insurance              |
| c employee assistance programme | i cafeteria                   |
| d flexible working hours        | j creche/childcare facilities |
| e relocation expenses           | k shares in success           |
| f pension scheme                | l salaries                    |

### Benefits & rewards

We want to attract, motivate and hold on to our best personnel by rewarding you fairly with the following benefits:

- 1 A first-class non-contributory retirement scheme (i.e. fully paid by the employer).
- 2 Coverage for your loved ones of four times your annual salary.
- 3 Free shares after one year's service, dependent on company profits.
- 4 Fitness, sports facilities, massage, and yoga classes plus 20% off membership of a wide selection of fitness clubs.
- 5 Daily nursery / kindergarten provision.
- 6 Counselling and advice on personal and domestic issues.

### Remuneration package

*In return for your contribution to our organization, you can expect a role that offers considerable variety and a chance to pursue your ambitions with the company both nationwide and internationally.*

- 7 Depending on level, role, and experience, we offer attractive salary packages to recruit and retain the best personnel.
- 8 Payment is reviewed on a merit basis, based on how well you carry out your job.
- 9 You can adjust working hours to suit personal and family commitments.
- 10 Paid out twice a year dependent upon business results.
- 11 Hot meals, salads, and snacks at heavily subsidized prices.
- 12 Comprehensive moving expenses if you take up a new position or are transferred.

**Which package do you find more attractive? Why?**