

Evening Crest Sdn Bhd (1296186-U)

C-3A-01, Colonial Tower Empire City Damansara, Jalan PJU 8,

Damansara Perdana, 47800 Petaling Jaya, Selangor, Malaysia.

Tel: +603-77326186 / Email: info@eveningcrest.com / eveningcrest@gmail.com

https://eveningcrest.com

EMPLOYEES REMUNERATION

Table of Contents

NO	EMPLOYEE'S REMUNERATION	OVERSEAS	DOMESTIC
1	COMPANY'S DIRECTORS		
(a)	Salary	Included	Included
(b)	Director's Remuneration	-	TBA
(c)	Travelling		
	(i) Flight Tickets (Unless provided)	Business Class	Business Class
	(ii) Travelling & Meal Allowances (Unless provided)	USD250.00	RM350.00
(d)	Insurance		
	Company's Health/Medical Insurance	To be provided	Up to RM150,000.00
	Travelling Insurance	To be included	To be included
	Personal Accident Insurance	To be included	To be included
(e)	Personal Computer/Laptop		
	Laptop, Printer And Internet Coverage	To be included	Provided
(f)	Telecommunication Devices		
	(i) Mobile Phone	Not included/TBA	RM10,000.00 or less
	(ii) Mobile Services Line	Not included/TBA	RM500.00 or less
(g)	Company Car/Vehicle		
	Company's Car	As per claim	Provided/ RM500,000.00 or less
	Car's Fuels	As per claim	RM1,000.00/Month
	Car's Parking & Toll Charges	As per claim	As per claim
	Driver	As per claim	Provided
(h)	EPF Contribution (company)	-	Included (13%)
(i)	Overtime	Not included	Not included
(j)	Non-Mandatory Benefits		
	(i) Health/Medical Insurance	TBA	Included
	(ii) Dental Cover	TBA	Included
	(iii) Optical Cover	TBA	Included
	(iv) Employment Injury Coverage (SOCISO)	TBA	Included
	(v) Professional Training And Developments	TBA	Included
	(vi) Relocation Assistance (If Needed)	TBA	Entitled
(k)	Mandatory Leave		
	(i) Annual Leaves	TBA	Included (12 days)
	(ii) Public Holidays	TBA	Included (11 days)
	(iii) Medical leaves		Included (14 days)
	(iv) Maternity Leave (Only For Female Staffs)	TBA	Provided (90 days)
(l)	Others		
	(i) Personal Fitness Club Memberships*	TBA	Encouraged
	(ii) Commission**	TBA	Entitled
	(ii) Bonus***	TBA	Entitled
	(iii) Preferred Banking Facilities/Services****	TBA	Entitled
	(iv) Housing Accommodation	TBA	Entitled

(1) TBA – To be advised/Optional

(2) * - The staffs are encouraged to join **the company's corporate fitness membership club** such as "Fitness First".

(3) ** - **Commissions** are paid based on sales targets as part of gross salary. They can vary by monthly based on sales performance.

(4) *** - **A bonus** is an optional, non-contractual payment paid to employees based on the individual and/or the company's performance.

(5) **** - The Directors are entitled to apply for at least one(1) Preferred banking Facilities/Services.

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(6) All those company's cars/vehicles periodically maintenance will be managed by the company accordingly.

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NO	EMPLOYEE'S REMUNERATION	OVERSEAS	DOMESTIC
2	SENIOR MANAGEMENT STAFFS		
(a)	Monthly Salary	Included	Included
(c)	Travelling		
	(i) Flight Tickets (Unless provided)	TBA	Included
	(ii) Travelling & Meal Allowances (Unless provided)	USD200.00	RM250.00
(d)	Insurance		
	(i) Company's Health/Medical Insurance	To be provided	Up to RM100,000.00
	(ii) Travelling Insurance	To be included	To be included
	(iii) Personal Accident Insurance	To be included	To be included
(e)	Personal Computer/Laptop		
	Laptop. Printer And Internet Coverage	To be included	Provided
(f)	Telecommunication Devices		
	(i) Mobile Phone	Not included/TBA	RM8,000.00 or less
	(ii) Mobile Services Line	Not included/TBA	RM250.00 or less
(g)	Company Car/Vehicle		
	(i) Company's Car	As per claim	Provided/ RM500,000.00 or less
	(ii) Car's Fuels	As per claim	RM500.00/Month
	(iii) Parking & Toll Charges	As per claim	As per Claim
	(iii) Driver	As per claim	To be provided (If needed)
(h)	EPF Contribution (Company)	-	Included
(i)	Overtime	Not included	Not included
(j)	Non-Mandatory Benefits		
	(i) Health/Medical Insurance	TBA	Included
	(ii) Dental Cover	TBA	Included
	(iii) Optical Cover	TBA	Included
	(iv) Employment Injury Coverage (SOCISO)	YBA	Included
	(v) Professional Training And Developments	TBA	Included
	(vi) Relocation Assistance (If Needed)	TBA	Entitled
(k)	Mandatory Leave		
	(i) Annual Leaves	TBA	Provided (12 days)
	(ii) Public Holidays	TBA	Provided (11 days)
	(iii) Medical leaves		Included (14 days)
	(iii) Maternity Leave (Only For Female Staffs)	TBA	Provided (90 days)
(l)	Others		
	(i) Personal Fitness Club Memberships*	-	Encourage
	(ii) Commission*	-	Entitled
	(iii) Bonus**	-	Entitled

(1) TBA – To be advised/Optional

(2) * - The staffs are encouraged to join **the company's corporate fitness membership club** such as "Fitness First".

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3	EXECUTIVE/SENIOR EXECUTIVE		
(a)	Monthly Salary	Included	Included
(c)	Travelling		
	(i) Flight Tickets (Unless provided)	TBA	Included
	(ii) Travelling & Meal Allowances (Unless provided)	USD150.00 (Min)	RM150.00
(d)	Insurance		
	(i) Company's Health/Medical Insurance	To be provided	Up to RM100,000.00
	(ii) Travelling Insurance	To be included	To be included
	(iii) Personal Accident Insurance	To be included	To be included
(e)	Personal Computer/Laptop		
	Laptop, Printer And Internet Coverages	To be included	Provided
(f)	Telecommunication Devices		
	(i) Mobile Phone	Not included/TBA	RM5,000.00 or less
	(ii) Mobile Services Line	Not included/TBA	RM150.00 or less
(g)	Company Car/Vehicle		
	(i) Company's Car	As per claim	Provided/RM350,000.00 or less
	(ii) Car's Fuels	As per claim	RM500.00/Month
	(iii) Parking & Toll Charges	As per claim	As per claim
(h)	EPF Contribution (company)	-	Included (13%)
(i)	Overtime	Not included	Not included
(j)	Non-Mandatory Benefits		
	(i) Health/Medical Insurance	TBA	Included
	(ii) Dental Cover	TBA	Included
	(iii) Optical Cover	TBA	Included
	(iv) Employment Injury Coverage (SOCISO)	TBA	Included
	(v) Professional Training And Developments	TBA	Included
	(vi) Relocation Assistance (If Needed)	TBA	Entitled
(k)	Mandatory Leave		
	(i) Annual Leaves	TBA	Included (12 days)
	(ii) Public Holidays	TBA	Included (11 days)
	(iii) Medical Leaves		Included (14 days)
	(iii) Maternity Leaves	TBA	Provided (90 days)
(l)	Others		
	(i) Personal Fitness Club Memberships*	-	Encourage
	(ii) Commission**	-	Entitled
	(ii) Bonus***	-	Entitled

(1) TBA – To be advised/Optional

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4	SUPPORT STAFFS		
(a)	Monthly Salary/Allowance	Included	Included
(c)	Travelling		
	(i) Flight Tickets (Unless provided)	Provided	Included
	(ii) Travelling & Meal Allowances (Unless provided)	USD150.00	RM200.00
(d)	Insurance		
	(i) Health/Medical Insurance	TBA	Up to RM100,000.00
	(ii) Travelling Insurance	TBA	To be included
	(iii) Personal Accident Insurance	To be included	To be included
(e)	Personal Computer/Laptop		
	Laptop & Printer	-	Provided
(f)	Telecommunication Devices		
	(i) Mobile Phone	Not included	RM8,000.00 or less
	(ii) Mobile Services Line	Not included	RM250 or less
(g)	Company Car/Vehicle		
	(i) Company's Car	As per claim	Provided/ RM500,000.00 or less
	(ii) Car's Fuels	As per claim	RM500-RM1,000/Month
(h)	EPF Contribution (company)	Not Included	Not Included
(i)	Overtime	Not included	Not included
(j)	Non- Mandatory Benefits		
	(i) Health Insurance	TBA	Included
	(ii) Dental Cover	TBA	Included
	(iii) Optical Cover	TBA	Included
	(iv) Professional Training And Developments	TBA	Included
(K)	Mandatory Leave		
	(i) Annual Leaves	TBA	Included (12 days)
	(ii) Public Holidays	TBA	Included (11 days)
	(iii) Medical Leaves		Included (14 days)
	(iv) Maternity Leaves	TBA	Provided (90 days)
(l)	Others		
	(i) Commission*	-	Entitled
	(ii) Bonus**	-	Entitled

(1) TBA – To be advised/Optional

(2) * - Commissions are paid based on sales targets as part of gross salary. They can vary by monthly based on sales performance.

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