

WHAT'S INCLUDED WITH DCX



There's more to taking on an outsourced team member than just paying their salary. From payroll taxes to IT support, paid time off to benevolence funds, with DCX you can be confident that everything is covered with one fixed monthly fee.

LET'S BREAK IT DOWN!



PAY, VACATION & DAY-TO-DAY SUPPORT

- **PHILIPPINES PAYROLL TAXES**
- **GENEROUS PTO**
1 day for every month accrued & conversion to cash or carry over for up to 7 unused days
- **ADDITIONAL PAY RATE FOR PH PUBLIC HOLIDAYS**
- **GUARANTEED ANNUAL RAISE**
- **BUILT-IN 13TH MONTH BONUS**
- **WORK-FROM-HOME ALLOWANCE**
- **ONGOING IT SUPPORT**
- **REGULAR CYBER SECURITY TRAININGS**



BENEFITS & ASSISTANCE

- **PHILIPPINE HEALTH INSURANCE**
A government health fund that DCX contributes to for each employee
- **SOCIAL SECURITY**
Maternity (105 days of paid leave), Sickness, Calamity and Emergency Loan Assistance, Retirement
- **HOME DEVELOPMENT MUTUAL FUND**
Housing Assistance Program, Loan Assistance Program, Retirement and Investment Plan Opportunities
- **GOVERNMENT LOAN APPLICATION & PROCESSING MANAGEMENT**
Assistance from the DCX HR team to manage employee applications for government loans
- **BENEVOLENCE FUND**
- **PATERNITY BENEFITS**
- **BEREAVEMENT ASSISTANCE & LEAVE**
- **MENTAL HEALTH 24/7 HOTLINE**
- **ANNUAL PHYSICAL CHECK**





OTHER BENEFITS & SUPPORT

- **MEDICAL ALLOWANCES**
including 1 Dependent HMO Coverage after 2 years of tenure
- **CONTINUED MERIT INCREASES & RETENTION BONUSES**
- **QUARTERLY COMPANY PROFIT SHARING**
- **ADDITIONAL WORK-FROM-HOME ALLOWANCES**
- **SPECIAL RECOGNITIONS & GIFTS IN MILESTONE YEARS**
- **ADVANCED TRAINING & SKILLS PROGRAMS**
- **ONGOING WELLNESS PROGRAMS, WEBINARS & INCENTIVES**



ADDITIONAL BENEFITS AFTER 6 MONTHS OF TENURE

- **HMO PLAN FOR REGULAR EMPLOYEES**
including Maternity Monetary Assistance
- **GROUP LIFE INSURANCE**
- **ACCIDENTAL DEATH/DISABILITY INSURANCE**
- **TERMINAL ILLNESS BENEFITS**
- **FAMILY ASSISTANCE BENEFIT**
- **DENTAL BENEFIT**



**GOT FURTHER QUESTIONS ABOUT
WHAT'S INCLUDED IN THE DCX MONTHLY FEE?**

**REACH OUT TO YOUR DEDICATED
CLIENT SUCCESS MANAGER OR SALES REP.**

