

## Overview of Compensation and Benefits

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By continuously striving for excellence in our schools, we help children achieve beyond expectations. We recognize this challenge and plan the remuneration packages for our people accordingly. We also invest in our staff to ensure they have the knowledge, skills and experience to deliver excellence, whether their role is in the classroom or in providing wider support in a school or in one of our regional offices.

### Salary

- Annual salary of 13,33 base salaries, officially established in Reais (BRL);
- X %\* plus of base salary, regarding Collective Agreement, called as PPR, paid in October of each year; *\* the exact % is decided by the teachers union each year*
- 8% of the base salary for FGTS (severance savings plan);

### Benefits

- Breakfast and Lunch at the Cafeteria's school, free of charge;
- Grocery allowance: BRL 115,00 per month;
- Medical insurance for the professional and discount through the payroll for the dependents;
- Life insurance;
- Pharmacy facilities to buy medicines with discount;
- Tuition of 100% for at least 2 dependents.

### Special benefits for Foreign Hires

- Air tickets from city/country of origin to São Paulo;
- Furniture transportation from the city/country of origin to São Paulo;
- Home Leave: Annual round trip airfare;
- Home Allowance: amount per month, to support on the house rent. (PlayPen can be a "Fiador" in the House Agreement);
- Transportation Allowance: one-time payment of 1 base salary, in the first month of contract;
- VISA: Support to obtain or maintain VISA and Brazilian documents for the professional hired. Support to obtain or maintain VISA for dependents.

**Full details of all benefits will be provided to the successful candidates.**