

# Grow with MMK 2023

We Work on the industry transforming System that gives our clients a way to organize and to sell their product and leaves them to do what they enjoy the most: provide sailing experience to people

We should also do what we enjoy the most in our jobs, developers, designers, sales, support, so the work we do together is really great, however it is better if we feel we are doing more with time and to do new things we all need to Grow.

## Yearly Benefits

[https://www.dropbox.com/s/wj5erca43ns6x74/2021-grow\\_mmk%20%284%29.pdf?dl=0](https://www.dropbox.com/s/wj5erca43ns6x74/2021-grow_mmk%20%284%29.pdf?dl=0)

All Benefit	Junior (0-1y)	Senior (2-3-4y)	Old Timer (5+y)	10 +
Permanent Contract	★	★	★	
Coffee, Tea, Milk, Candy.. etc	★	★	★	
Fresh Fruit	★	★	★	
Library of inspiring books	★	★	★	
Education Time	★	★	★	
Premium banking RBA	★	★	★	
Travelling / Boat Shows	★	★	★	
Pet friendly office!	★	★	★	
Day off for 1 day of school/kindergarden	★	★	★	
Monthly office Events	★	★	★	
<b>Seniority Standard Benefits</b>				
Free Seminar or conference of own choice	0	1	2	3
22 days of vacation	+1	+2	+4	+5
Language course of own choice (paid percentage)	30%	50%	100%	100%
Work from home (days per month)	1	2	3	4
Multisport card (co-financed amount)	0	n/a	n/a	n/a
<b>À la Carte</b>	2	3	4	5
Multisport card (co-financed amount)	0%	50%	100%	100%
<a href="https://benefitsystems.hr/maps/region/0/">https://benefitsystems.hr/maps/region/0/</a>				
Sufinanciranje tečajeva za profesionalno usavršavanje (na zahtjev, Algebra, UDEMY)	up to 150 eura	up to 200 eura	250	300
General medical examination (Uniqa)	Full	Full	Full	full
Paid lunch at Juice box/Lunch.hr per month (max amount limit card)	35 eura	45 eura	60 eura	70 eura
Paid Parking Ticket (2nd zone)	Full	Full	Full	Full
Paid HŽ/ZET Ticket (Zagreb County)	Full	Full	Full	Full
Yearly Nextbike subscription (200 HRK)	Full	Full	Full	Full
Kazalište Kerempuh subscription (8 coupons exchange for tickets)	Full	Full	Full	Full
Additional health insurance (70kn/month)	Full	Full	Full	Full
Voluntary pension fund (200 HRK/month)	Full	Full	Full	Full
Gruntek vrtovi - vegetables for delivery	Full	Full	Full	Full
INA katrica	30	40	50	60eura

Cineplex kartica	30	40	50	60
Masaža (u vrijednosti 200 eura - femur)				

Note\*

**Home Office 2022** according to seniority

one Friday monthly max

no connecting days for home office

**Blood Donating**

that day is day off