**Clauses in Employment Contract to be Translated into Legal English.**

**Section 3.1**

A normal working week at the Company, for a full-time job, is 42 net weekly hours of work (excluding breaks), and the Company’s regular employment practice is five days a week, Sundays through Thursdays. Unless otherwise agreed expressly, the Employee will be employed by the Company on a full-time basis. It is clarified, that all the payments and rights prescribed herein, reflect the terms for full-time employment. In the event that parties agree to part-time employment, the rights and payments will be adjusted accordingly to correspond to a part-time job.

In the event of part-time employment, the following section should be used. (We will create a template dedicated to part-time work with the following wording):

A normal working week at the Company, for a full-time job, is 42 net weekly hours of work (excluding breaks), and the Company’s regular employment practice is five days a week, Sundays through Thursdays. Pursuant to the Employee’s agreement, he will be employed by the Company part-time, to a scope of XX% of a full time position. It is clarified, that all the payments and rights prescribed herein, reflect the terms for full-time employment. Actual rights and payments will be in accordance with the position percentage worked in practice, and as specified in the Part-Time Employment Appendix enclosed herewith.

**Section 5.5**

The Company will pay contributions on account of the Employee into a pension plan of the Employee’s choosing (pension fund / senior executive insurance).

For the purposes of this section only, the Insured Salary will be as defined in Section 5.5.1.3 (the Salary as defined in the Agreement, together with the overall payment for overtime, and the high-tech bonus (hereinafter: the “**Insured Salary**”).

In the event that the Employee chooses a pension fund – the Company’s budgetary allocation for contributions, will be 6.5% on account of benefits, and 8.33% on account of severance pay, and the Employee’s contribution will be 6%, deducted from his salary and transferred to the pension plan.

In the event that the Employee chooses a senior executive insurance policy, contributions will be identical to those with respect to a pension fund, but the Company’s contributions for benefits, 6.5%, will also include the cost of disability insurance, to the tune of 75% of the Insured Salary, provided that the Company’s contribution rate for benefits alone, is no less than 5% of the Insured Salary. To the extent that it is necessary to increase the costs for 75% of salary coverage on account of disability insurance (beyond the Company’s total budget for benefits, similarly to with the pension fund), the costs to the Company both on account of disability insurance, and on account of benefits, will not exceed 7.5% of the Insured Salary.

It is agreed and clarified, that in accordance with the provisions of the General Extension Order Regarding Pension Insurance, the Company’s contributions on account of severance pay will replace the payment of severance pay, as stated in Section 14 of the Severance Pay Act. For the avoidance of doubt, it is clarified, that the Company waives its right to recoup the severance pay monies, except in the event of a serious incident, when the Employee is denied his right to severance pay under Sections 16 or 17 of the Severance Pay Act, or the Employee withdrew funds from the pension fund or insurance fund otherwise than for an “Entitling Event”.

Comment - An alternative to Section 5.5 should also be drafted, that does not include the paragraph beginning with words:

“Agreed and clarified” - (*i.e.* wording identical to Section 5.5, but omitting the paragraph beginning with the words “agreed and clarified”).

**Section 5.1.1**

The Employee will be entitled to a study fund, starting from the first month of his employment. In respect of every month, the Company will contribute a total of 7.5% of the Employee’s ‘Insured Salary’ as defined in this Agreement in Section 5.1.2, and concurrently, the Employee will contribute a total of 2.5% of his salary towards a study fund of the Employee’s choosing. It is clarified, to the extent that the contributions to the study fund exceed the salary ceiling recognised for tax purposes, the payment on account of the excess share in the pay slip will be credited as part of the gross salary, for the purposes of calculating the tax at the Employee’s expense.

**Section 5.8 Sick Leave**

The Employee will be entitled to fully paid sick leave, from the first day of any illness. The actual payment is conditional on the presentation of valid medical certificate from the sick fund [Hebrew – *Kupat Cholim*] of which he is a member. For the avoidance of doubt, it is clarified, that except for the method of payment for sick leave which will apply from the first day, as stated above, the accumulation of sick leave days, and other relevant derivatives concerning illness, will be in accordance with the provisions of the Sick Leave Pay Act 1976-5736.

**Section 8.1**

The Company and the Employee may terminate this Agreement, for any reason, by giving prior notice as mandated by law.