



STRONG & SECURE:

More than just a salary – a good work-life balance



Time is quality of life

- 38h full-time week
- 30 days of annual leave
- Special leave
- Additional days off
 - 3 days each in 2024 and 2025
- Flexibility in everyday working life:
 - Mobile working
 - Flexible working hours
 - Part-time employment
 - Possibility of longer periods of leave or Sabbaticals



Education

- Educational leave
- Training catalog
- Offer of intercultural trainings



Health

- Company doctor
- Health measures
- Subsidy for sports & fitness offers
- Running training
- Ergonomic workstations
- Volleyball team & court



Mobility

- Subsidy for the Germany and job ticket and job bike
- Parking lot with electric charging stations
- Good transport connections: A4, train station *Grenzstr.*, bus stop *Flugzeugwerke* (lines 77 and 80)
- Preferential conditions for cars



Team-Spirit & Family

- Sports events
- Children's holiday camp
- Children's Christmas presents



Location

- Dresden has a high quality of life:
 - Culture and sports: trendy neighborhood, student district, historic old town
- Science
- Surroundings and nature:
 - Elbland with highlights, e.g. Königstein Fortress & Saxon Switzerland (Bastei), Moritzburg Castle



Looking to the future

- Company pension plan (with benefits from EFW)
- Special conditions for occupational disability insurance without health questions
- Individual retirement planning
- Partial retirement possible
- Lifetime working time account



Sustainability

- Giving new life to airplanes
- 1,200 trees planted in 2023
- Insect-friendly flowering meadows on the company premises
- Use of photovoltaic systems
- Provision of work clothing in the production area
- Use of CO₂-neutral, green electricity
- Returning the collected rainwater as groundwater into the natural water cycle



Career page



PAY AND BONUSES

Monthly basic salary

- Training year: entry-level pay group (ERA* pay group - 1 from E5)
- From the 2nd year of employment: ERA target pay group

*Pay scale agreement

Remuneration

- Bonuses for overtime, Sunday, public holiday and night work, aggravations
- Bonuses for suggestions for improvement
- Finder's reward program
- Employees recruit employees
- Subsidy for canteen catering
- Pay increase in May 2024
- Employee profit-sharing scheme (if defined key figures are achieved)

Transfer money

- 18.4% of an average monthly salary for entries until 29.08.

Holiday pay

- 50% for 30 days leave (approx. 70% of a month's salary in total)

Christmas bonus

- 25% (after 6 months at the company)
 - 35% (after 12 months at the company)
 - 45% (after 24 months at the company)
 - 55% (after 36 months at the company)
- of an average monthly salary

Tariff-related bonus

- Tariff-related bonus A – 27.5% of an average monthly salary for entries until 31.01.

Collective agreement performance bonus

- E1-E4 after passing the probation period
- from E5 as of 13th month of employment