



Social Benefits Catalog

📍 Spain



🌐 Global





Andjoy, Welcome to the Flexible Fitness

Description

Andjoy is a platform of corporate wellness, an exclusive service for companies that want to offer their employees a superior quality of life.

Andjoy offers access to more than 2,000 centres, multiple outdoor activities, and online training through their Andjoy Channels, with just one subscription. You'll be able to enjoy gyms, yoga and pilates studios, padel courts, crossfit, spas, swimming pools, indoor climbing, bootcamps, and much more!

Limitations

Can I share the subscription with another person?

Access to the platform is personal and thus non-transferable. Each person must have their own pass. Therefore, it is important to have your identity document linked to your user profile.



Foreign language lessons

Description

As an employee in one of our offices in Spain, you have the opportunity to participate in weekly foreign language classes, distributed in small groups and different levels so they adapt as much as possible to your specific needs.

Limitations

Can I choose the schedule?

The lessons schedule is set by availability according to your level and the group to which you correspond.

How do I know which level I have?

Before starting the lessons, the school will contact you so you can take a level test, and therefore they'll be able to assign you to the group that best suits you and your training needs.



Breakfast & beverages in the office

Description

You'll find a variety of healthy food and beverages in our offices so you can enjoy a nice breakfast with your colleagues before starting your workday. You can choose from a variety of daily fresh fruit and drinks including coffee, infusions, and soft drinks. Moreover, we've also set up our cafeterias with everything you need to warm up and eat your food.

Limitations

Does it have any limits?

No, there is no limit of consumption per person.



Cleaning and hygiene products

Description

The bathrooms in our offices, whether they are for visitors or for our employees, are well-equipped with a wide variety of hygiene and cleaning products for both men and women. Amongst the items you'll find at your disposal are refreshing wipes, moisturizers, hand sanitizers, deodorants, and soap.

Limitations

Can I request to add an item?

We will be happy to hear your suggestions. Just contact your manager and let us know what you're missing!



Christmas Basket

Description

The Christmas basket or lot is a very popular tradition rooted in Spain, which consists of giving away a basket filled with typical products during the Christmas holidays, such as sweets, cured meats or beverages. This tradition was established in the early days of our company, and it is still maintained today for our employees to enjoy.

Limitations

The content of the basket will depend on the availability of the products in each country.



Medical Insurance

Description

You can enjoy medical and dental insurance for you and your family, either through the flexible payroll platform Cobee or by directly contacting our HR team.

The insurance has extensive coverage in private medicine, specialities, diagnostics, emergencies, and hospitalization in the best medical centres in Spain, as well as offering dental coverage.

Limitations

Who can benefit from it?

It is only possible to add as beneficiaries your partner and your descendants.

Except in Navarre and the Basque Country.



Life Insurance

Description

Would you like to take out life insurance? Through Plain Concepts and its HR team you can have your own life insurance with the advantage of having the collective conditions of the same, as well as a reduced company price. Contact our HR team for more details.

Limitations

Who can benefit from it?

It is only possible to add our employees as beneficiaries.



Remote Work Compensation

Description

Whether you work from home permanently or you just do it sporadically, all of our employees will receive a direct help of 300€ per year on their payroll before taxes. With this we want to provide help paying for services such as Internet or electricity consumption from having your office set up at home, even if you never use it.

Limitations

There are no limitations.



Work Equipment at Home

Description

Have you decided to work remotely? Do you not have the proper equipment to work from home comfortably? No problem, you can pick up your workstation equipment, including monitors, keyboard, mouse, headphones and even your chair, and use it from your home so you can do your job exactly as you would from your office.

Limitations

Who is in charge of the transportation of the equipment from and back to the office?

You are responsible for picking it up and returning it safely.

Do I have to notify anyone?

You must notify your office manager so we can make an inventory before you pick it up from the office.



Onboarding Work Equipment

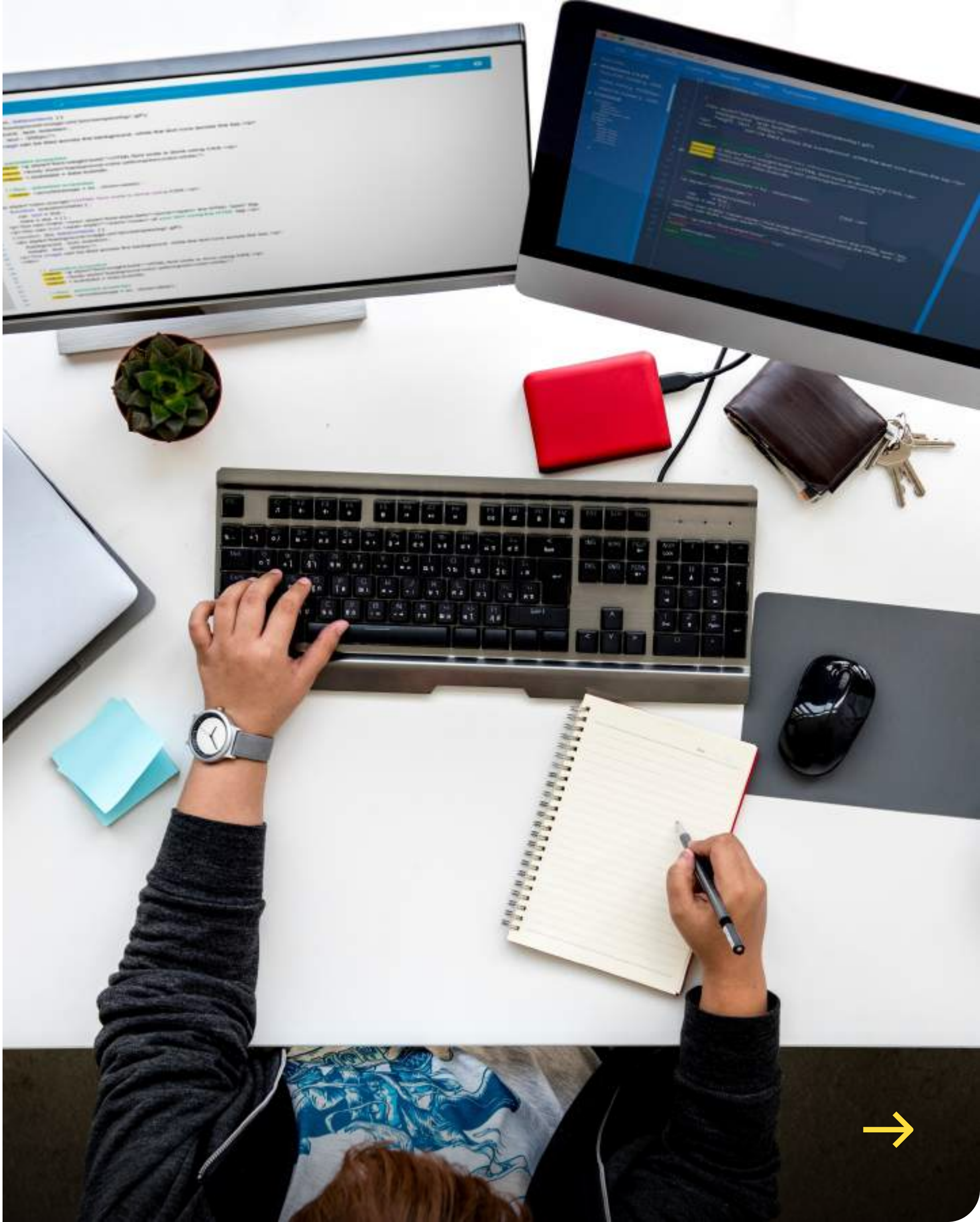
Description

As a new employee working remotely full-time, you'll receive in your home all the necessary equipment for your job. This includes a laptop, monitor, keyboard, mouse, headphones, and your work chair.

Limitations

Can I change the delivery address?

No, it will only be sent to the address that HR has registered as your work address.



Cobee: Restaurants Card

Description

Cobee is our flexible payment platform, which incorporates many benefits for our employees. When making some kind of payments, you can earn more while earning the same, since part of your gross annual salary is used to pay for your routine expenses, such as transportation or the daily menu in a restaurant.

Cobee provides you with a physical card associated with your company that allows you to pay in restaurants, without the complications of carrying tickets or deciding if what your spending amount every month is bigger or lower.

Limitations

How much can I spend per month on restaurants?

Although they are now on card, their value has not changed. In Spain they have a tax limit of 11€ per day or 220€ per month.



Cobee: Public Transport Card

Description

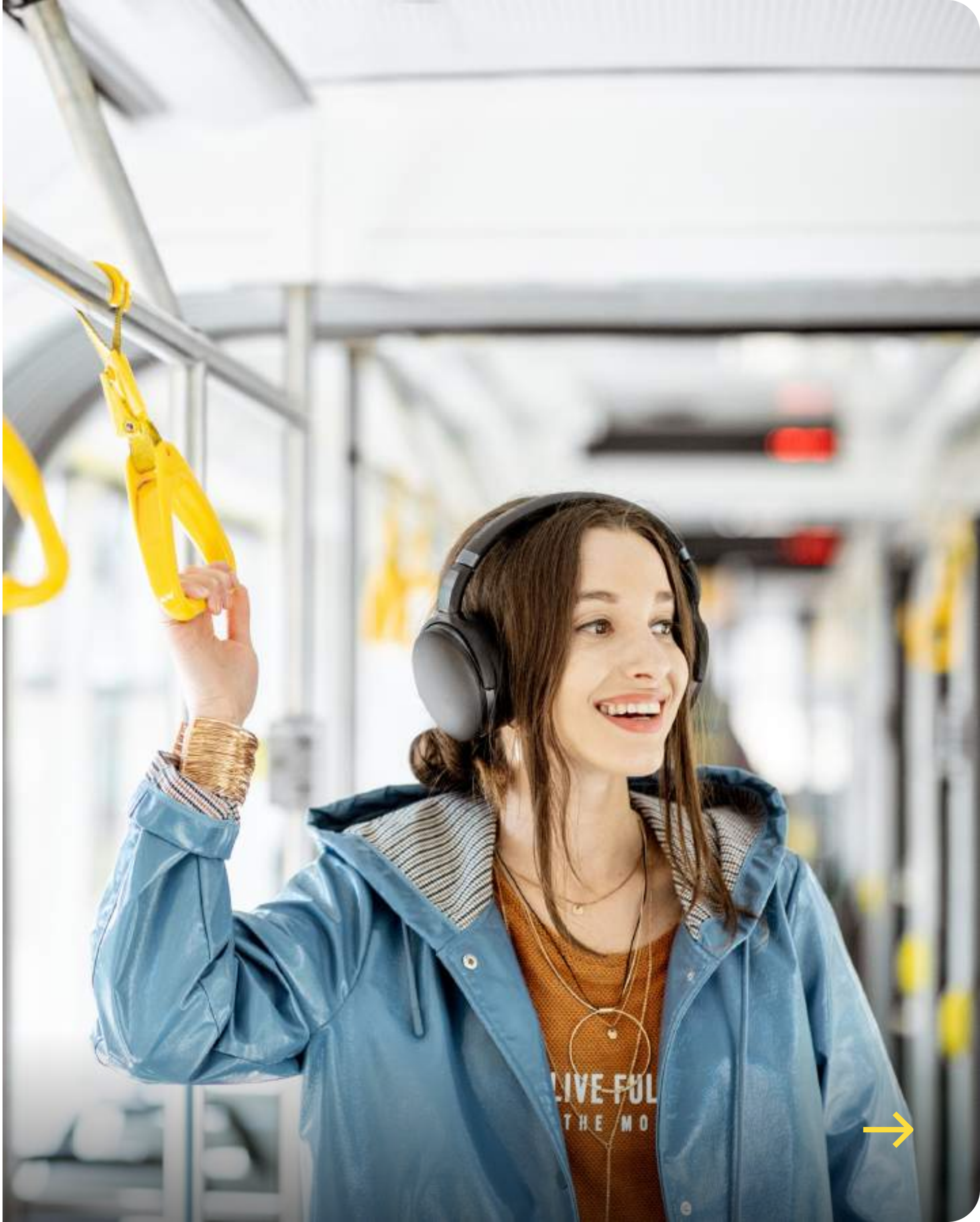
Cobee is our flexible payment platform, which incorporates many benefits for our employees. When making some kind of payments, you can earn more while earning the same, since part of your gross annual salary is used to pay for your routine expenses, such as transportation or the daily menu in a restaurant.

Do you use public transportation to get to work and want to save money every month? Whether it is bus, train, or metro, you can get savings from paying directly from your payroll every month.

Limitations

What means of transport are valid?

The bus, train and metro are currently accepted. In the new version we will include flights and other alternative means of transportation such as scooters, shared cars, motorbikes, and bikes. Check the conditions of Cobee periodically to stay updated.





Cobee: Kindergarten

Description

Cobee is our flexible payment platform, which incorporates many benefits for our employees. When making some kind of payments, you can earn more while earning the same, since part of your gross annual salary is used to pay for your routine expenses, such as transportation or the daily menu in a restaurant.

You can save more than 100€ per month on your child's day-care. It's one of the benefits with the greatest impact on our employees, from the economic and emotional perspective, since at Plain Concepts we also think about your family.

Limitations

Except in Navarre and the Basque Country.



Learning Discounts

Description

Cobee is our flexible payment platform, which incorporates many benefits for our employees. When making some kind of payments, you can earn more while earning the same, since part of your gross annual salary is used to pay for your routine expenses, such as transportation or the daily menu in a restaurant.

Training and learning always adds up, and if the company contribute to the employee's savings, the benefits are for both. This is why you have financial help available to take those courses or training you've always wanted to do. Make your request directly from Cobee.

Limitations

Please note that the maximum discount allowed by law is 30% of your salary, and as long as the course or training is related to your work. Consult the rest of the conditions with our HR team.





Category: Financial security

Benefit: Flexible Payroll

Discount Coupons

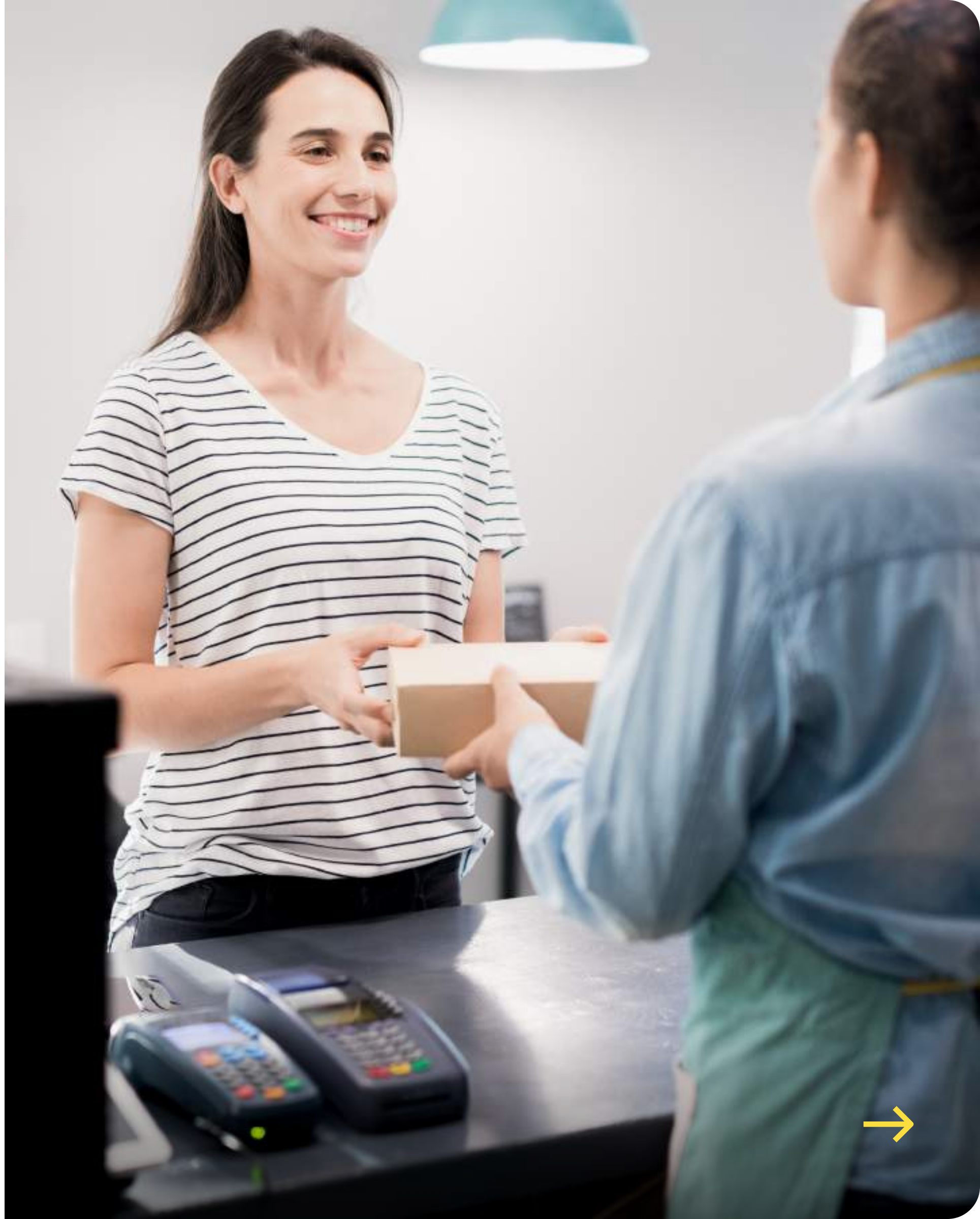
Description

Cobee is our flexible payment platform, which incorporates many benefits for our employees. When making some kind of payments, you can earn more while earning the same, since part of your gross annual salary is used to pay for your routine expenses, such as transportation or the daily menu in a restaurant.

Get discount coupons and save up to 10% in brands such as Cepsa, Yelmo Cines, Zalando, Prenatal, Amazon...

Limitations

There are no limitations.



Special Payments

Description

Your salary is split between 12 monthly payments, including pro-rated payments. In case you'd like to change your salary payment system to better suit your needs, such as 14 payments a year with no pro-rated payments, please contact our HR team.

Limitations

There are no limitations.



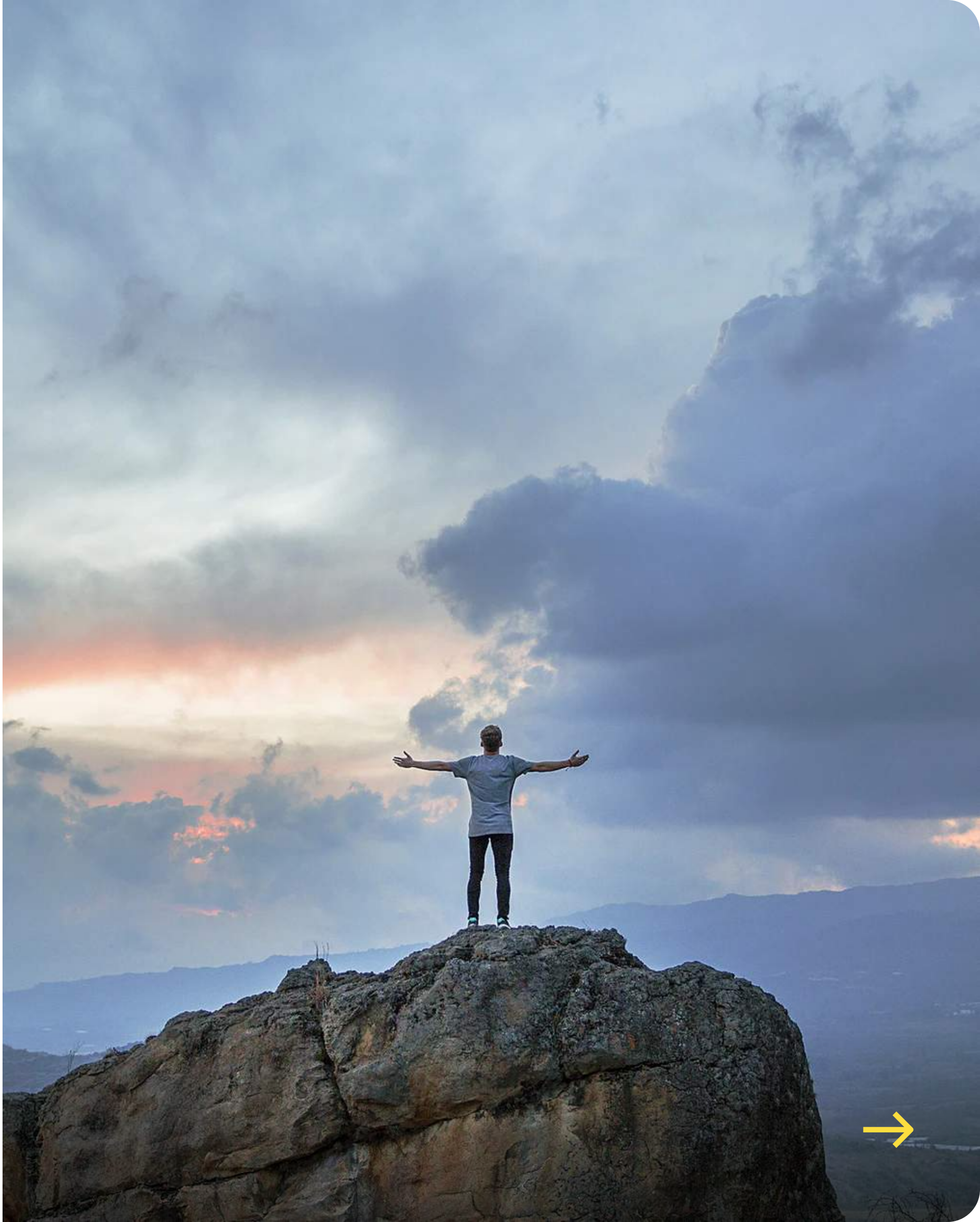
Unpaid Leaves

Description

There are two types of unpaid leave, one with a maximum duration of one month, and the other one with a maximum duration of one year.

Limitations

Check with our HR team.



Continuous Working Day on Fridays

Description

Our employees enjoy a continuous working day every Friday, instead of working a split shift. This way we help to reconcile work and personal life on a continuous basis, and we also facilitate travel on weekends.

Limitations

There are no limitations.





Microsoft Certifications

Description

As part of the ongoing training process at **Plain Concepts**, we provide our employees with several resources, training materials, webinars, exam practice sessions and vouchers so that the official exam and its preparation are completely free.

Limitations

Is there a limit of exams I can take?

No, there is no set limit as long as the exams are related to your work. The only limit is the availability of vouchers, which you can check with your team manager.



Events Attendance

Description

Plain Concepts always encourages the continuous training of our employees, so giving the possibility to attend events is part of our culture. Whether they are events organized by **Plain Concepts** such as the DotNet Conference, or other events, just request your attendance and don't miss the opportunity to keep learning.

Limitations

Can I attend all the events I want?

Attendance to events is conditioned on non-interference with your normal work functions, so as long as attending an event does not interrupt your work obligations, you can request it to your team manager.



PlainTV & Event Speaker

Description

PlainTV is a **Plain Concepts** initiative which gives the employees the possibility to share their knowledge with the community through YouTube videos. We take care of organizing the recording room, lighting, sound, cameras... You just need to prepare your session.

In the same way, throughout the year we share Call for Papers for countless events in which you can participate as a speaker, and in case of being selected, **Plain Concepts** will facilitate your participation.

Limitations

How many times can I participate?

The more, the better. There is no set limit to how many times you can participate. Talk to your team manager to organize everything and make sure it doesn't interrupt your work obligations.



Flextime

Description

Flexible working hours consist of adapting the working day to the needs of the employee so that they can reconcile their family life with their working life. Nothing is more important to us.

Therefore, **Plain Concepts** has offered flexible working hours for many years, so that your work can adapt to your life and not the other way around.

Limitations

Are there any set times?

Check the available options with our HR team, they will help you find a schedule that fits your needs.



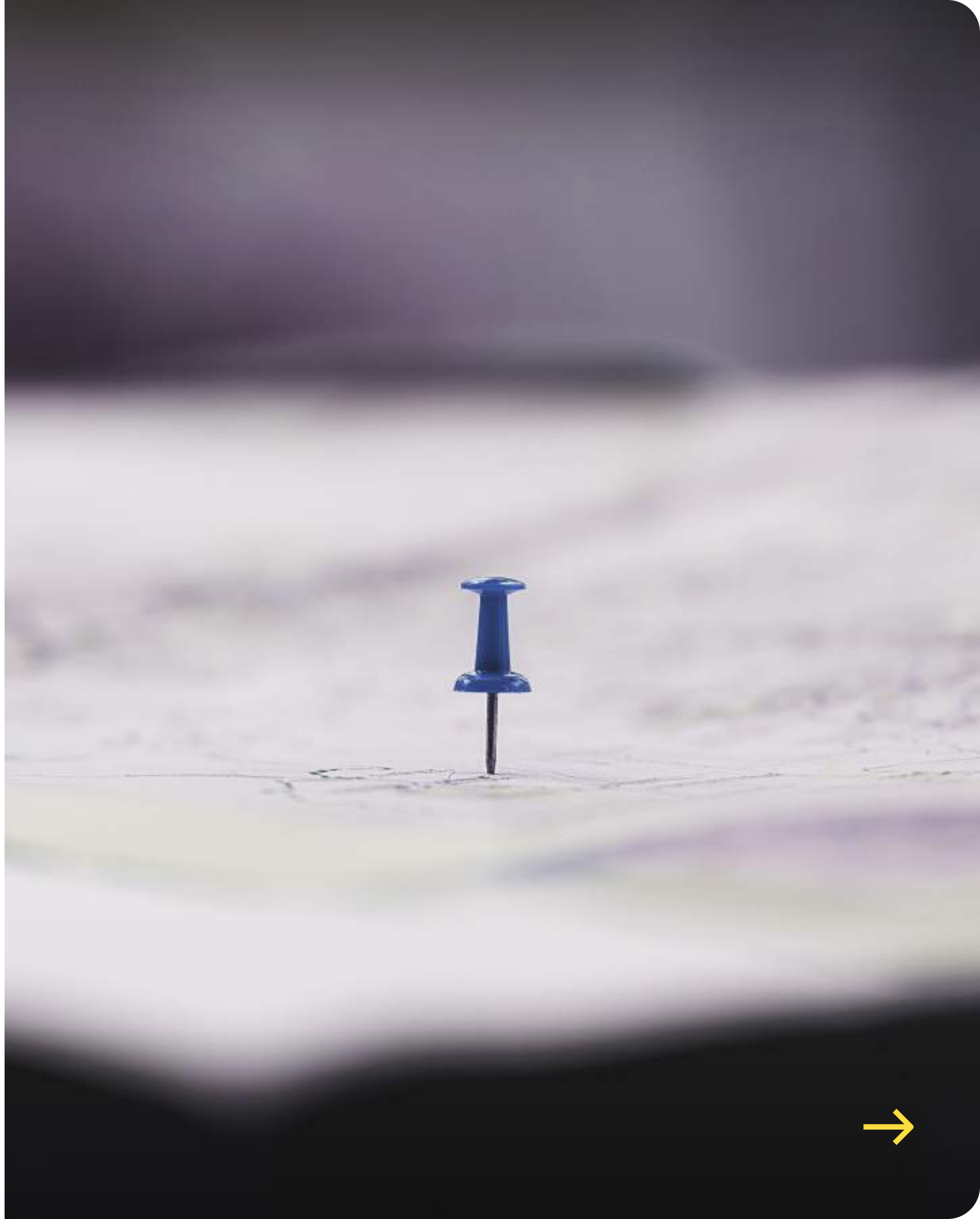
Work from another office

Description

As a **Plain Concepts** employee, you'll have the option to work from any of our other offices, both national and international, for a set period of time. This does not only will give you the opportunity to learn new skills but will also give you a valuable insight into the corporate structure and operations of a completely different team. This is a great way to learn from other teams, develop new skills and even practice different languages.

Limitations

You must request to your team manager, who will help you find a place in the new office, prepare your onboarding on the first day and set up everything for you. Check all the conditions with our HR team.



Parcel reception in the office

Description

We offer our employees the possibility of receiving personal parcels in our office. We are aware that we spend many hours at work and being at home to receive is not always possible. For this reason, you can now receive your packages in the office.

Limitations

Can I be sent any package?

Be socially responsible and take care of the environment, you are responsible for depositing the parcel packaging in its corresponding container.

You should consider that you must be present in case the parcel requires it, and you are responsible for their collection and transport from the office to your home.





Global

Category: Lifestyle

Benefit: Team Building

Plain Camp

Description

One of our greatest traditions as a company is known as Plain Camp, our annual trip where employees from every office have a chance to meet in a weekend away in an unknown location. We enjoy all kind of outdoor activities and have fun with the rest of our colleagues and friends. The Plain Camp is fully organized and paid by **Plain Concepts**; you just need to focus on having fun.

Limitations

There are no limitations.





Global

Category: Lifestyle

Benefit: Materials

Welcome Pack

Description

On your first day of work, you will receive a **Plain Concepts** Welcome Kit as part of the material and equipment for your position. We are very happy that you decided to be a part of our family, so we want to thank you and welcome you as one of own with this surprise kit.

Limitations

There are no limitations.



Birthday Day Off

Description

Your birthday is an important date, and we want you to have nothing to do rather than celebrate it with your friends and family. This is why all of our employees will enjoy the day off on their birthday. You can request it through our absence and vacation management tool and our HR team will activate it.

Limitations

What do I do if my birthday is on a weekend or holiday?

You can use your day off on the first working Friday after your birthday.

What if I can't use my day off the following Friday?

You will lose this benefit until the following year.



Training budget

Description

Every department at Plain Concepts has an annual budget for training purposes, as it is part of our culture and nature to help our employees improve and develop their skills to advance in their professional careers.

Limitations

How do I make use of this budget?

Contact your team manager, who will inform you of all the details and resources available, help you and guide you in the selection, planning and follow-up to make it a success.



Working from home

Description

As part of our flexible organizational model, we're offering all our employees who don't want to choose between a full remote or presential model, the opportunity to work from home whenever they need it. This gives us more flexibility and ability to reconcile with our personal lives.

Limitations

What do I have to do to work from home?

It's very simple, just talk to your team manager to specify the details such as duration and availability, to coordinate with the rest of the team.





Global

Category: Wellbeing

Benefit: Life Balance

Baby Basket

Description

On the occasion of the birth of your daughter or son, Plain Concepts will send you a personalized gift basket for newborns. We know that it's a very special moment in your life, and we don't want to miss the opportunity to celebrate it together by getting you this basket with our greatest affection.

Limitations

The contents of the basket will be customized.



Summer Continuous Working Day: 35h per week

Description

During the months of July and August our employees will enjoy a reduced working schedule of 35 hours per week. This greatly helps to maintain a good work-life balance during the summer months.

Limitations

There might be limitations established in the labour regulations of each countries that can prevent such measure.

