



## Cost of benefits for tech personnel in Europe

#	Benefit	Cost
1	<b>Health insurance</b> Depends on company size, location, position and role, industry norms and competitors	<b>€40-€60</b> per family member per month
		<b>€480-€720</b> per family member per year
2	<b>Recruitment service</b> In case the client pays a flat fee for each hire	<b>€1,000-€10,000</b> per placement
3	<b>Sign-up bonus</b> May depend on experience, location, specific tech stack, etc.	<b>Entry-level</b> N/A
		<b>Mid-level</b> <b>€1,000-€3,000</b>
		<b>Senior-level</b> <b>€2,000-€5,000</b>
4	<b>Restricted stock units, equity, or stock options</b> May depend on experience, location, etc.	<b>Entry-level</b> <b>10% to 20%</b> of total compensation
		<b>Mid-level</b> <b>15% to 30%</b> of total compensation
		<b>Senior-level</b> <b>20% to 40%</b> of total compensation
5	<b>Bonus</b> May depend on individual performance, team performance, or company-wide goals	<b>Entry-level</b> <b>10% to 20%</b> of base salary
		<b>Mid-level</b> <b>15% to 25%</b> of base salary
		<b>Senior-level</b> <b>20% to 30%</b> of base salary



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#	Benefit	Cost
6	<b>Retirement plan</b>  Depends on location, job title and level, compensation package structure, current market conditions	<b>Entry-level</b> 2-5% of total compensation
		<b>Mid-level</b> 3-6% of total compensation
		<b>Senior-level</b> 4-8% of total compensation
7	<b>Relocation package</b>  A few months of living expenses, moving expenses, relocation assistance	<b>€5000-€20000</b>
8	<b>Severance pay</b>  Depends on location, job title and level, compensation package structure, current market conditions	<b>1-12 months</b> of salary