



# Software Solutions



**Inspired  
Rewards  
just for you!**

We at MTN are excited to welcome you home to our bright and beautiful Y'ello Family!



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## Come Live Inspired with us at MTN Group HQ!

We have made it our mission to ensure our employees, and their loved ones Live Inspired. Keeping you at the heart of it, our value promise is thoughtfully created to ensure your experience with us is rewarding and enriching. At MTN, it's so much more than work. You are collaborating for real impact with a crew of dynamic and spirited people who are leading Africa's progress.

## Rewards that are all about you

Our all-inclusive competitive rewards package comprises of a host of compensation and benefits that secure you today, and tomorrow. Apart from cash-based market-aligned basic salary and a cellphone allowance, we've also focused on the finer details that really matter.

- **Supportive Medical aid that protects you:** Unless you are already covered by a spousal medical aid, you will belong to the company's medical aid provider, CAMAF (a closed scheme) where premiums will be structured within your package.
- **Lifestyle benefits that are uniquely MTN:** After one year at MTN, our unique lifestyle programme pays for you and your family's lifestyle expenses such as gym memberships, holiday flights and accommodation, to mention but a few. Your lifestyle benefit funds can also be used to purchase a UPS to ease the effects of load-shedding, or towards you children's school fees.
- **Taking time-off for you and your family:** You will enjoy 20 days annual leave on full pay with increased additional leave days based on length of service. We further pride ourselves on our 6 months maternity leave on full pay for our expecting mums, and 5 days paternity leave upon the birth of the employee's child.
- **We've got your future covered:** Our Live Inspired Value Promise focuses on benefits that will set you up for your future too. Your Provident fund contributions are structured within your package, and a further Pension fund contribution from your end. You'll also have great benefit coverage for Life and Disability and an optional voluntary funeral cover subscription based on your available budget.

## And it goes without saying, stellar performance is rewarded!

- Performance bonuses are paid annually, so long as company targets are met.
- If you join us before 1 October, you will be nominated to receive our performance-based shares around December. (Only for managerial and above jobs).

## But that's not all!

**We kit you out:** When you've made a great call joining our Y'ello Network, we're only getting started with the good stuff!

Not only do we kit you out with tech equipment to support a hybrid work setting such as a laptop, headset, but equally with connectivity. Calls you make within our network are FREE and you receive monthly data packages which you can even share with your loved ones!

## If you find yourself at our beautiful HQ campus:

- Enjoy a cuppa or a selection of other hot and cold beverages at our very own in-campus Seattle and Motherland outlets.
- For a healthy and hearty craving, stop by at delectable multi-cuisine onsite canteen to enjoy your meals or grab a snack to go!
- Although you may not need cash as we provide you with a non-cash MoMo canteen subsidy, should situations arise, we have an ATM facility within our premises.

**We can't wait to meet you!**

**Apply Now!**



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