

LIFE AT OSI: BENEFITS & PERKS



OUTSOURCING
SERVICES
INTERNATIONAL

Talent
in motion



CAREER WELLBEING

We invest in your growth. From tuition discounts and academic partnerships to performance bonuses and internal promotions, we give you the tools and opportunities to build the career you deserve.



Benefit	Description
ESI School of Management	60% discount on monthly tuition for bachelor's and master's degrees. Zero enrollment and registration fees.
Open-Door Policy	Our leadership is always accessible. Employees are encouraged to share ideas, concerns, and feedback directly with management at any time.
Salary Review	We regularly evaluate and adjust compensation to ensure our team is fairly rewarded for their performance and growth.
Performance Bonus	Employees who go above and beyond are recognized and rewarded through our performance-based bonus program.

SOCIAL WELLBEING

You matter to us beyond your role. We celebrate your birthdays, milestones, and achievements because recognizing the person behind the work is at the heart of our culture.



Benefit	Description
Welcome Lunch	Every new team member is welcomed with a lunch on us — because first impressions matter and we want you to feel at home from day one.
Birthday Celebration	We celebrate you! Your birthday is acknowledged and celebrated with your team because every person on our team deserves to feel special.
Birthday Day Off	Take your birthday off and enjoy your special day to the fullest. Availability depends on the account you belong to.
Positive Feedback Recognition	Great work doesn't go unnoticed. We make it a point to recognize and celebrate employees who receive positive feedback from clients and colleagues.
Work Anniversary Celebration	Every year with us is a milestone worth celebrating. We honor your loyalty and dedication with a special anniversary recognition.
Internal Promotions	We believe in growing our talent from within. Employees are given the opportunity to advance their careers through internal promotion programs.

COMMUNITY WELLBEING

We're stronger together. From charity initiatives to company celebrations, we foster a sense of belonging and purpose that goes beyond the workplace.



Benefit	Description
Toy Donations	We give back to the youngest members of our community by donating toys to local orphanages throughout the year.
Animal Shelter Donations	We care about all living beings. Our team regularly donates food and supplies to local animal shelters.
Food & Hygiene Contributions	We support those in need through ongoing donations of food and personal care products to community organizations.
Personal Hygiene Supply Policy	We ensure every employee has access to personal hygiene and cleaning supplies within our facilities.
U.S. Independence Day Celebration	We honor our American roots by celebrating the 4th of July together as a team.
Salvadoran Independence Day Celebration	We proudly celebrate El Salvador's independence, embracing the culture and heritage of our home country.

FINANCIAL WELLBEING

Your salary should work as hard as you do. Through exclusive discounts, payroll benefits, banking perks, and on-site services, we help you stretch every dollar further.



Benefit	Description
PriceSmart	On-site membership enrollment with payroll discount. Split a membership between two colleagues and save 50% on the annual cost.
On-Site Supermarket	A supermarket visits our building so you can shop conveniently without leaving the office.
Optica La Joya	Exclusive payroll discount on eyewear purchases, with flexible payment plans of 4 to 5 months at no extra cost.
McDonald's	Show your employee badge and get a free upsize on your order — a small perk that makes lunchtime even better.
Anita's	Enjoy home-cooked meals at affordable prices, delivered right to our facilities. Payroll discount available from your second day, covering both breakfast and lunch.
Exáminate Clinical Laboratory	Corporate discount applied directly to payroll during business campaigns, making healthcare even more accessible.

FINANCIAL WELLBEING

Benefit	Description
BAC Credomatic	Access a full suite of banking benefits including: international Visa card for just \$0.85/month, BAC reward points on local and international purchases, discounts at 185+ businesses, unlimited BAC ATM transactions, real-time debit alerts via phone or email, Rapi Cash & Rapi Bac services at 260+ locations, and no minimum balance required to open or maintain your account.
New Hire Bonus	A warm financial welcome for every new member who joins the OSI family.
Referral Bonus	Know someone great? Refer them and get rewarded when they join the team.
Appreciation Bonus	We go out of our way to show gratitude for the hard work and dedication our employees bring every day.

Benefit	Description
Fruit & Vegetable Market	Every week, a fresh produce market comes to our facilities. Enjoy payroll discounts on purchases of \$5.00 or more, with prices that beat the regular market.
Weekly Vendor Visits	Special vendors visit our offices regularly, bringing exclusive prices and promotions available only to our employees.
Libros La Ceiba	Get 15% off in-store purchases by showing your employee badge, plus additional discounts when shopping online using your exclusive employee code.



PHYSICAL & EMOTIONAL WELLBEING

A healthy team is a happy team. We provide fitness access, nutrition support, mental health resources, and comprehensive life and medical insurance so you can bring your best self to work — and to life.



Benefit	Description
Optica La Joya	Enjoy a 15% discount on frames and lenses. Employees also receive a free eye exam when purchasing lenses, and the benefit extends to family members (exam fee of \$5.00 for relatives)
Examínate Clinical Laboratory	Stay on top of your health with a 20% discount on all clinical lab tests. Additional services available at special rates: COVID test at \$10.00 and general consultation at \$13.00.
CAPi – Capullo Kindergarten	Through our alliance with Capullo Kindergarten, employees with children ages 0 to 4 can access the CAPi childcare program, giving your little ones a safe and nurturing place to grow while you work.

PHYSICAL & EMOTIONAL WELLBEING

Benefit	Description
Athens Fitness Club	Zero enrollment fee plus a monthly membership of just \$24.99, giving you access to dance classes, weights, cardio, sauna, and yoga. Need access to an additional branch? Add it for only \$10.00 more per month.
Nutriline	On-site nutrition consultations at a special employee rate of \$20.00. Active ASESUISA members receive 6 free consultations per year. A Nutriline specialist visits our facilities once a month so you never have to go far to take care of your health.
Welcome Kit	Every new hire receives a welcome kit to kick off their journey with OSI on the right foot.
Onboarding Process	A structured and supportive induction process ensures every new team member feels prepared, confident, and truly part of the team from day one.

Benefit	Description
Work From Home on Holidays	Employees can work from home on El Salvador and U.S. public holidays covered by law, so you can stay productive while enjoying your time at home.
Casual Dress Code	On holidays, special celebrations, and designated events, employees are welcome to dress casually and express their personal style.



PHYSICAL & EMOTIONAL WELLBEING

Benefit	Description
Personal Belongings at Work	We trust our team. Employees are welcome to bring and use their personal belongings within our operations floor.
Active Break Sessions	Regularly scheduled active breaks help our team recharge, stay motivated, and break the daily routine with fun and energizing activities.
ASESUISA Medical & Life Insurance	Comprehensive medical and life insurance at an accessible price for you and your family, with over 30 covered benefits. And the best part — after 2 years with OSI, it's completely free!



Our benefits program is designed to grow with you.

As we grow as a company, we remain committed to expanding the ways we support the wellbeing of every member of our team.



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