National Cheng Kung University
Summary of the Labor Pension for Contracted Staff

1. In accordance with Announcement Lao Tung 1 Tzu No. 0960130914 to the Ministry of Labor by the Ministry of Education on November 30, 2007, Labor Standard Act is applicable for temporary workers not hired in accordance with the public servant regulations in specific public sectors starting from January 1, 2008. These workers can apply for labor pensions starting from that date. Please visit the Bureau of Labor Insurance website (http://www.bli.gov.tw/) for information regarding labor pensions.
2. Matters related to labor pension participation are as follows:
   (1) Applicable regulations:
   Domestic workers are required to contribute to labor pensions in accordance with the Labor Pension Act. The act is not applicable for foreign workers, but the employment agencies are still required to contribute to labor pensions for them. Both of the aforementioned types of workers may acquire pensions as long as they fulfill the prerequisites for retirement in accordance with the Labor Standards Act.
   (2) Monthly contribution:
   In accordance with Article 14 of the Labor Pension Act, the monthly pension contribution is determined according to the actual monthly salary and the Monthly Contribution Wage Classification of the Labor Pension. Subsequently, the mandatory and personal contributions are separately calculated as follows:
      i. Mandatory contribution (submitted by NCKU):
      Contributed from 6% of each employee's monthly salary through employment funding.
      ii. Personal contribution (voluntary contribution by individual employees):
         a) Employees select the contribution rate, which ranges from 0% to 6%.
         b) The personal contribution rate can be changed up to 2 times per year.
         c) The personal contribution is deducted in full from yearly comprehensive income.
         - Foreign workers may not submit personal contributions.
   (3) Monthly contribution channels:
      i. Mandatory contributions are made through the funding source of each employee.
      ii. Personal contributions are directly deducted from individual monthly salaries, and the net salaries are transferred to post office accounts.
   (4) Labor pension request:
      i. The mandatory and personal contributions of domestic workers are submitted to their individual accounts in the Bureau of Labor Insurance. Domestic workers who fulfill the prerequisites for retirement in accordance with the Labor Standards Act and are aged 60 years or older may request labor pensions in person at the Bureau of Labor Insurance.
      ii. Foreign workers who satisfy the prerequisites for retirement in accordance with the Labor Standards Act may acquire labor pensions by submitting a request to the Bank of Taiwan by NCKU.
3. Please complete the Labor Pension Application Form for Project Instructors, Researchers, and Staff (Not Including Foreign Personnel) and an Affidavit for

Contracted Staff Members' Contributions to the Labor Pension or to the Pension Preparation Fund and submit the forms to the Project Human Resources Division of the Personnel Office.

- Form instructions:

i. The application form shall be completed and signed by the applicant; it must subsequently be signed by the principal investigator and unit supervisor (see Appendix 1).

ii. The affidavit shall be signed by the principal investigator and the unit supervisor (see Appendix 2).

※The English translation thereof is for reference only and the Chinese version shall always prevail in case of any inconsistency between the Chinese version and the English translation thereof.