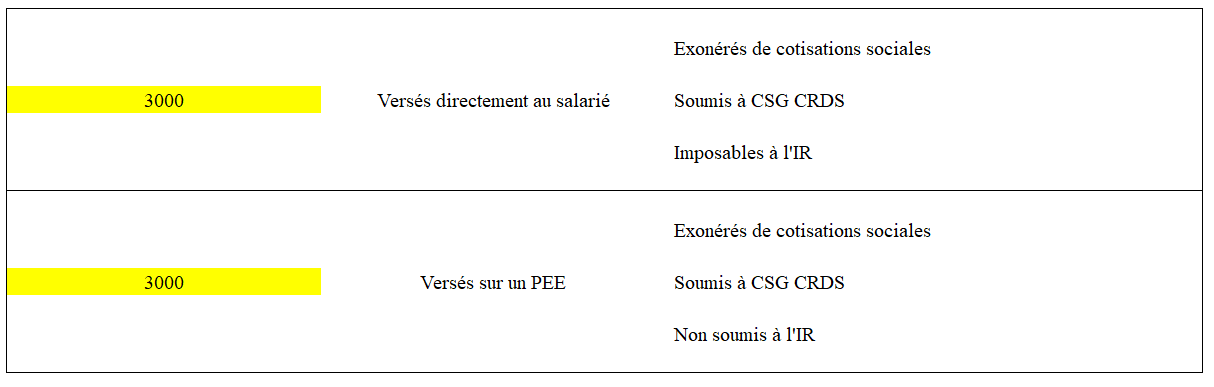
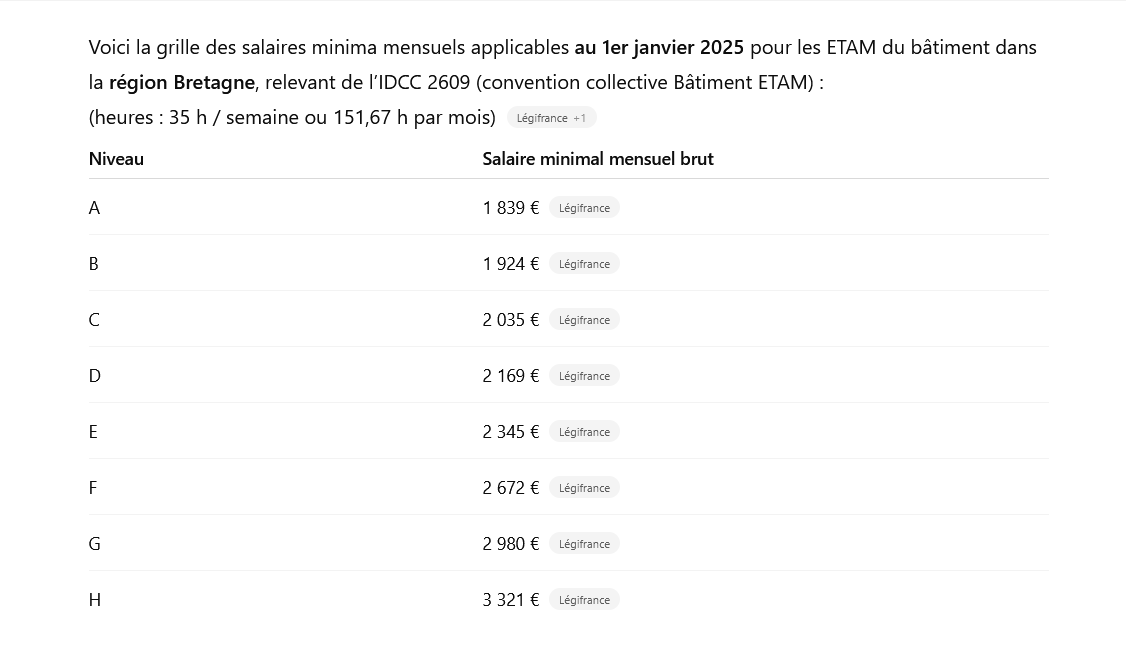
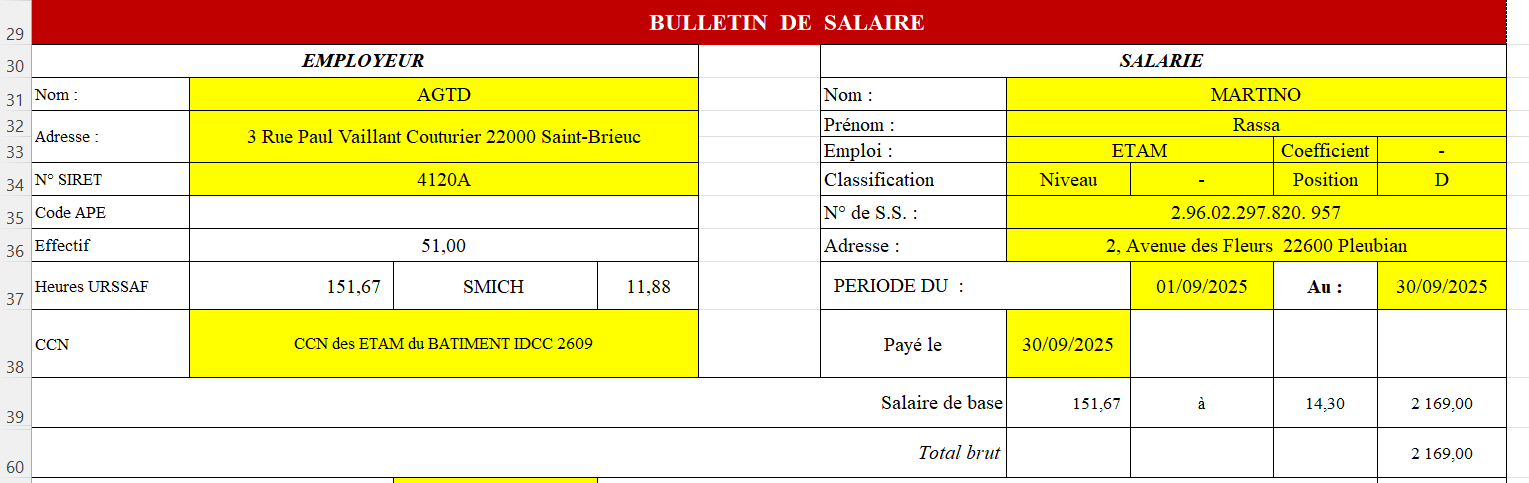


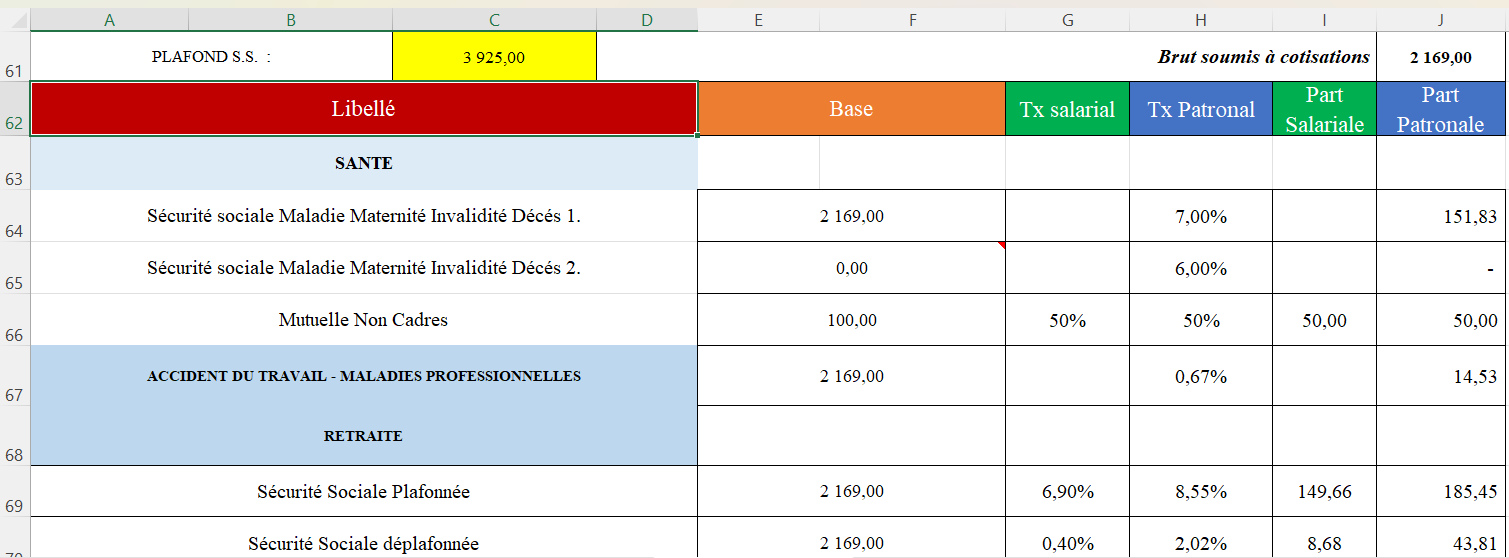


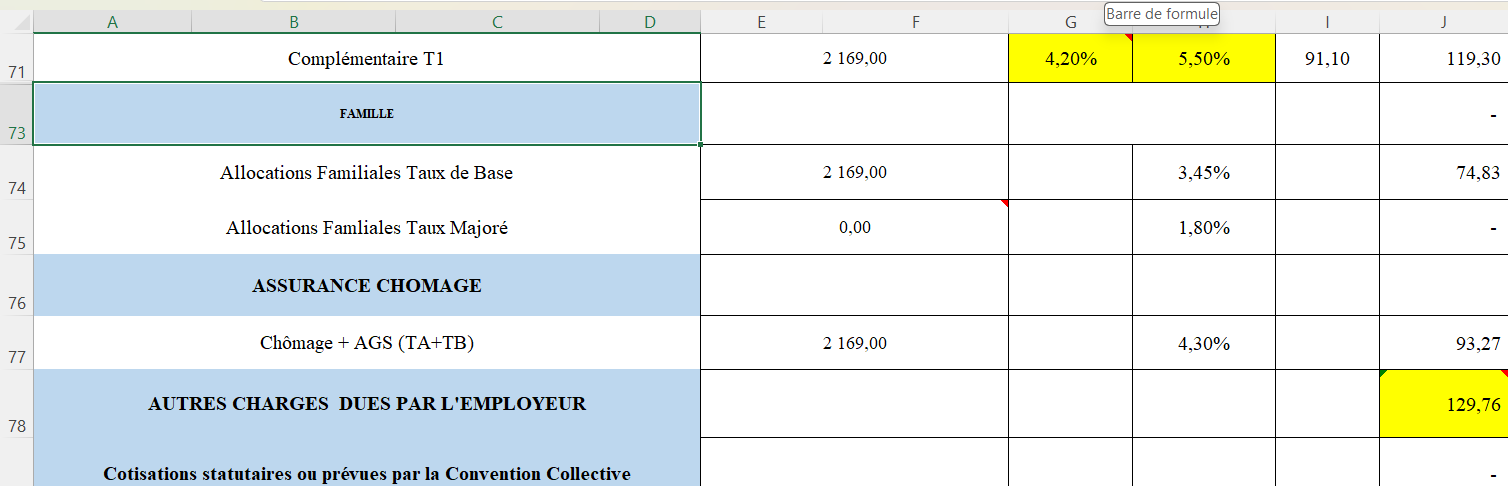
Le taux de la cotisation de prévoyance complémentaire pour les ETAM se monte depuis le let janvier   
2019 à 1,85 % avec une part patronale de 1,25 % et une part salariale de 0,60 Cette répartition est   
obligatoire, La cotisation se calcule sur une assiette plafonnée à trois fois le plafond de Sécurité sociale.

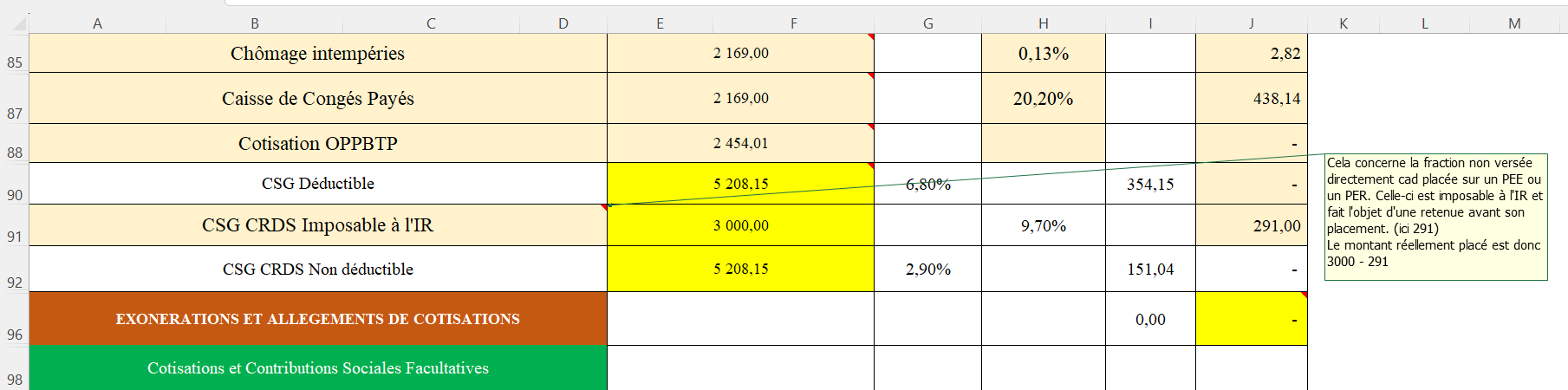


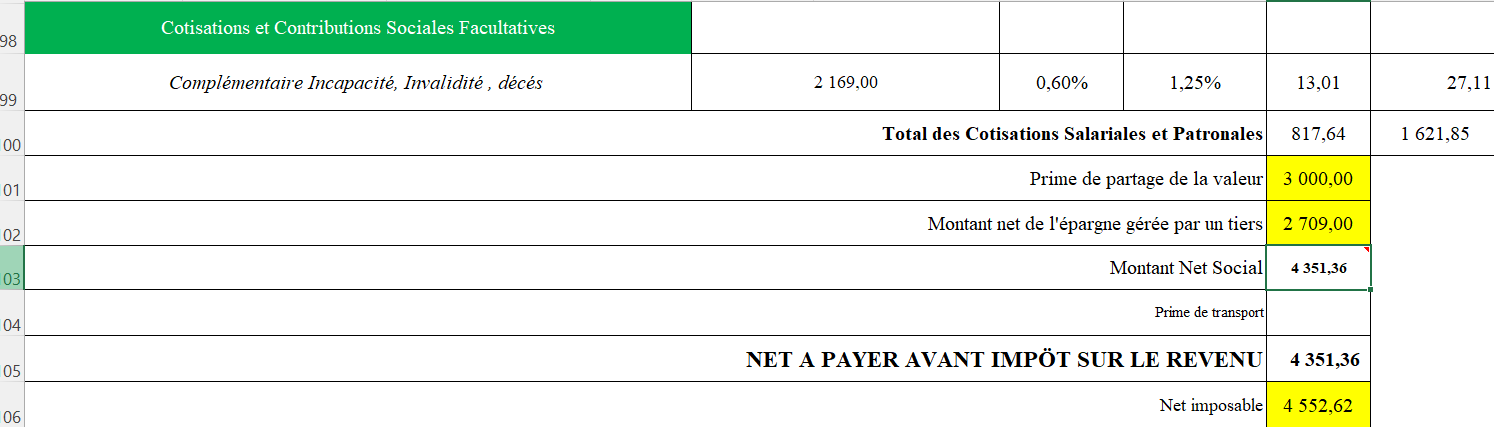


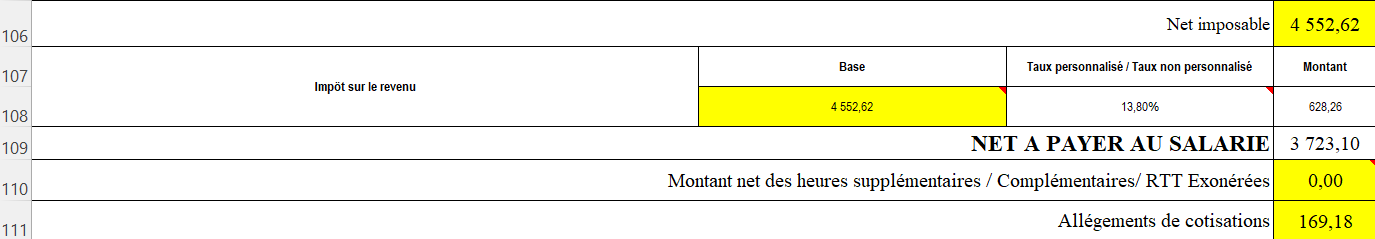


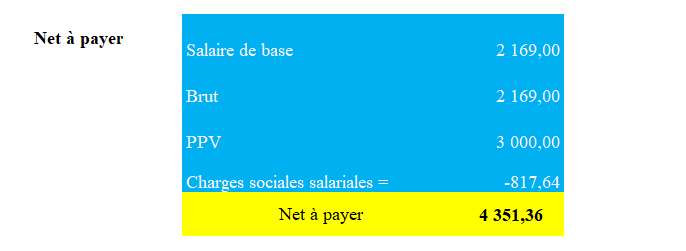


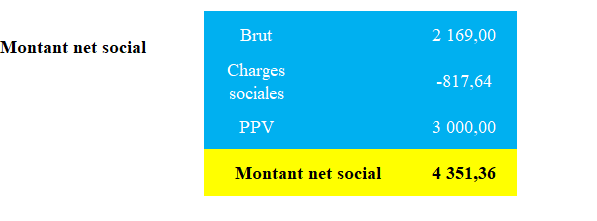


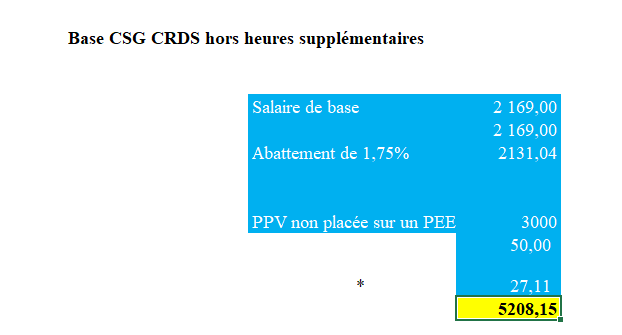




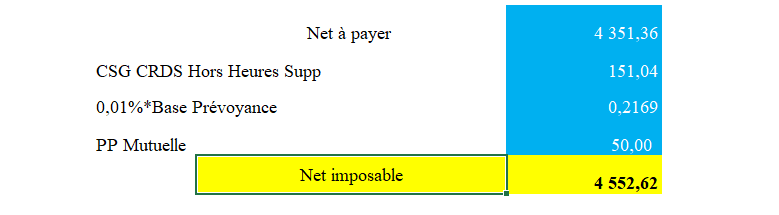


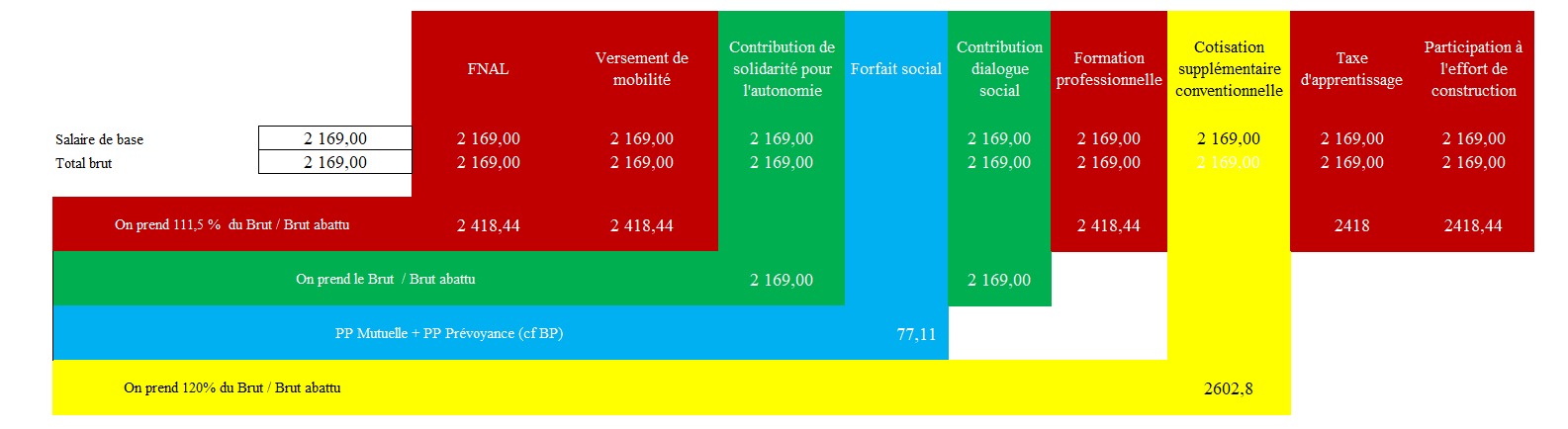




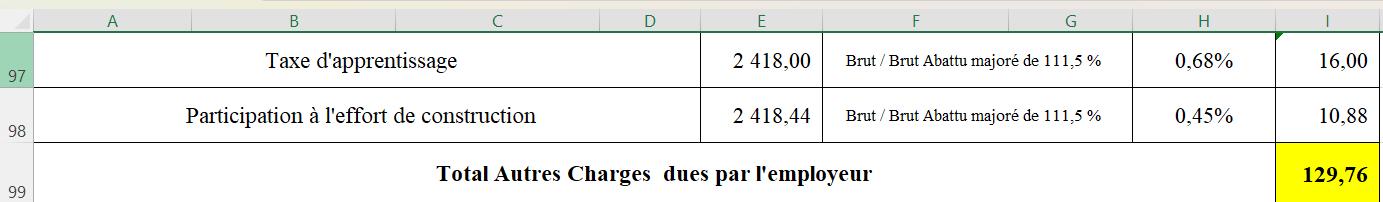


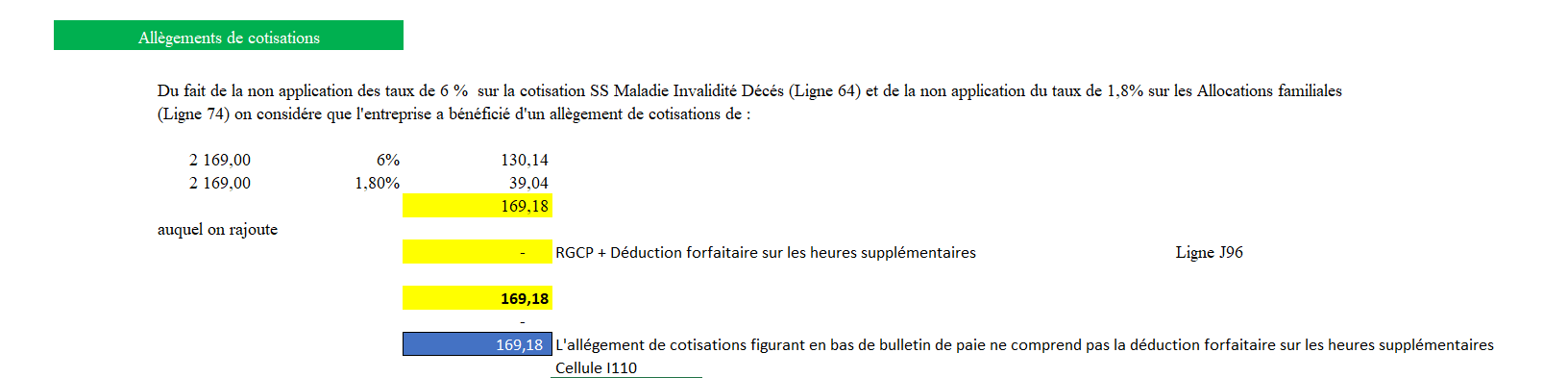
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| --- |
| \* Limite de 1,12 % Non applicable aux ETAM - Limite ETAM 1,25 % |
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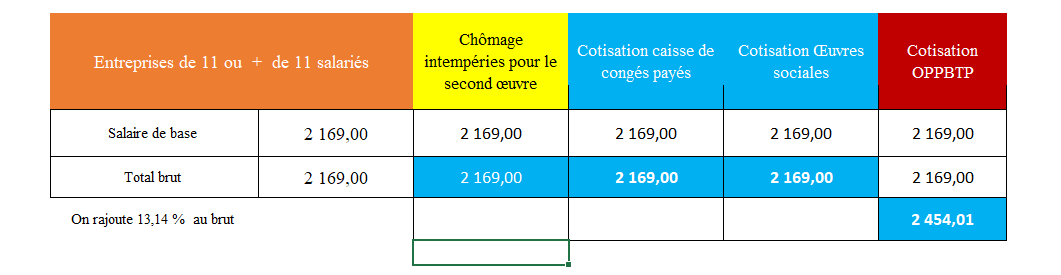


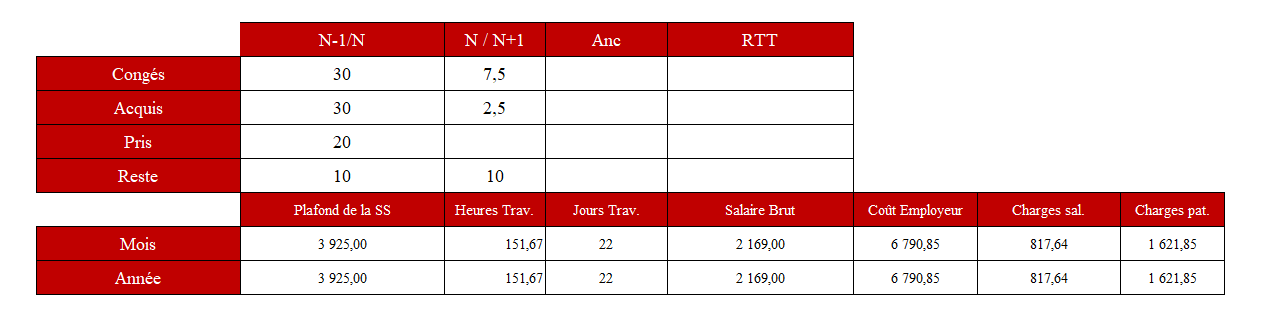












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| Forfait social de 8 % | | | |  |  |  |  |  |  |  |  |  |  |
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|  | Ouvriers | ETAM | Cadres |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |
| Prévoyance de base : part patronale conventionnelle | 1,12% | 1,25% | 1,50 % sur TA et part patronale appliquée dans l'entreprise sur TB |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |
| Prévoyance supplémentaire | Part patronale en totalité | Part patronale en totalité | Part patronale en totalité |  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |
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| Mutuelle | Part patronale en totalité | Part patronale en totalité | Part patronale en totalité |  |  |  |  |  |  |  |  |  |  |
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