

Say 'Hello' to Byteridge!

Byteridge Benefits Document

*We are delighted to have you on board. This brochure provides an overview of the **perks** and **growth** prospects available to you at Byteridge. Apart from these, you will be '**Valued**', '**Mentored**', and '**Supported**' at Byteridge along your journey.*

1. **Health Insurance Coverage** - The Company provides its Bytemates with health insurance coverage of **Rs 2 lakhs per annum** per family through Go Digit. The rest of the family members can be covered at a nominal cost in compliance with the Medical Health Insurance policy.
2. **Learning & Development** – Byteridge is committed to a continued focus on team members' professional certifications. Byteridge had established a professional certification policy to encourage teams with career progression and development to be intact with the latest market trends & technologies. A reimbursement is provided upon successful completion of the certification. Bytemates would have an additional yearly allowance ranging from **INR 10000 to INR 30000** as part of professional growth.
3. **Superwomen Partnership Program** – The company provides this benefit to all working mothers to ensure that the women Bytemates have a work-life balance during their new parental journey while working from home. A monthly reimbursement of **INR 8500/-** would be reimbursed to the payment made to the babysitter monthly. This works to **INR 1,02,000/-** per annum.
4. **Maternity Benefit** – The company provides Maternity benefits for all expectant mothers as per the "Maternity Benefits Act 2017" which states that the Maternity benefit is provided for **26 weeks**. Women Bytemates must have worked for at least 80 days in the last 1 year to avail of this benefit. Also applicable Bytemates working on contract or on probation.
5. **Salary Advance** – The company provides a salary advance as a benefit in the form of financial assistance to a Bytemate who is in immediate need of money to tide over sudden/unforeseen expenses on his/her front. The **advance to be granted** to the Bytemate under the given circumstances will be linked to his/her monthly salary.

6. **Bytemates Referral Benefits** – The company provides Bytemates with referral benefits for any Bytemate who refers his/her friends/acquaintances for the open positions at Byteridge. Bytemates can earn up to **INR 20,000/-** per successful referral as per company policy.

7. **Laptop Reimbursement** – The company provides laptop reimbursement benefits to all regular and contract bytemates of the company. Bytemates using their own laptops for office would receive a laptop allowance of Rs. **1500 per month (Windows)** & for an **allowance of Rs. 2000 per month (Mac)**.

8. **Annual Leave** – As per company policy, Bytemates are entitled to the below mentioned leave:

Leave	Days p.a.
Privilege Leave	16 days
Paternity Leave/ Adoption Leave	5 days
Maternity Leave	As per the Maternity Benefit Act
Adoption Leave (for females)	Dependent on the age of the child
Regulatory Holidays	10 days
Marriage Leave	5 days
Bereavement Leave	5 days
Accident Leave	5 days

9. **Basket of Allowance (for Freshers)** - This is a benefit basket that is paid out on a one-time basis as a reimbursement against the benefits which are availed by Bytemates. The maximum amount that can be reimbursed is **Rs. 40,000**.

The basket of allowance includes the following benefits:

1. Security deposit for getting a house on rent (only for bytemates joining from other cities)
2. Buying a new bike after joining us
3. Buying a new laptop after joining us
4. Buying a new mobile phone after joining us

10. **Bytemates' Wellness** – The company organizes **well-being sessions, fun activities, festival celebrations, and People connect plus** where we connect with Bytemates one on one and create a great holistic well-being culture at work.



- 11. **Gratuity** – The company provides a benefit of Gratuity to Bytemates who complete 5 years of continuous service with the company, or a Bytemate who retires (60 years), or in case of death or disability caused due by an accident.
- 12. **Broadband Allowance** - Bytemates can claim a maximum **tax exemption of INR 24000/- per year** by presenting monthly broadband Internet bills.
- 13. **National Pension Scheme** - Byteridge has been registered with the Govts. National Pension Scheme. Bytemates can avail a tax benefit of INR 1.5 Lacs under section 80C and **INR 50,000** under Section 80CCD(1B) can as per the scheme.
- 14. **No probation or bond period** – We at Byteridge don't believe in probation or bond period.
- 15. **Rewards and Recognition** – Our R&R program is meaningful, memorable, authentic, and aligned to our values (Integrity, Growth Mindset, Backing each other) and building a culture that thrives on acknowledging behaviour aligned to values and goals. We have monthly, quarterly, and annual recognition programs for our Bytemates.