

Employee Benefits

Prepared/Modified by	Role	Date of Preparation
Shubhangi Kesarwani	HR	05/29/2024
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Parag Tribhuwankar	CEO	05/29/2024
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Table of Contents

1.	Employee Benefit Policy	3
2.	Group Health Insurance Benefits	3
3.	Vehicle and Marriage Benefits	3
4.	First Dream Home Benefits	4
5.	Family Holiday Benefits	4
6.	Kid's Higher Education Benefits	5
7.	Children Marriage Benefits	6
8.	Appeals and Grievance Procedure	6

Employee Benefits Policy

Long-term association with Dynamisch comes with a range of benefits designed to support our employees' well-being and milestones in life. These benefits are structured to reward loyalty and commitment to the company. Below is an outline of the benefits along with eligibility criteria, enrolment procedures, terms, and conditions:

1. Group Health Insurance Benefits

Benefits:

- First day from joining at no additional cost.
- Coverage limit - Up to 2,00,000
- Dependent (spouse and kids up to 2) can also be part of the policy (premium will be borne by the employee).

Cost Sharing:

- Premium for employees' dependents gets deducted from the salary monthly.

Eligibility Criteria:

- Permanent full-time employee

Exclusions:

- Intern/Part-time/temporary/contractual/ employees on notice period are excluded from benefits.
- People who fall under the ESIC Act.

Enrolment Procedure:

- This is mandatory for everyone, except for those who are listed out in the exclusions.

Terms And Conditions:

- If the employee is willing to discontinue the services, it will remain continue throughout the notice period until the last working day.

2. Vehicle and Marriage Benefits

Benefits:

- Financial support towards your new Vehicle and Self Marriage.
- Limit:
 - 10,000/- for Vehicle
 - 5,000/- for Marriage, 5000 for every additional year of experience with Dynamisch

Eligibility Criteria

- Permanent full-time employee
- These benefits are enable on the completion of 2 years with Dynamisch

Exclusions

Intern/Part-time/temporary/contractual/ employees on notice period are excluded from benefits.

Enrolment Procedure:

Anyone who would like to avail of this benefit, assuming they fulfil the eligibility criteria, is required to send an email to hrd@dynamisch.co with the document (vehicle registration/wedding card or marriage registration certificate), requesting to avail the benefit. Upon approval from the HR Head, it will be credited to your salary account along with the subsequent month's salary.

Terms And Conditions:

- The registration for a vehicle should be on the name of an employee.
- The policy is effective from 1st April 2024, so the prior date will not be entertained.
- The benefit can only be taken post-completion of 2 years of employment with Dynamisch.
- This benefit is only applicable once in the employment tenure.
- An employee is responsible for any tax implications arising out of it.

3. First Dream Home Benefits:

Benefits:

First Home – Dynamisch will Contribute 1% of the home cost (excluding stamp duty and other related charges)

Limit – Up to Rs. 1,00,000

Eligibility Criteria

- Permanent full-time employee
- These benefits get enabled on the completion of 5 years with Dynamisch

Exclusions:

Intern/Part-time/temporary/contractual/ employees on notice period are excluded from benefits.

Enrolment Procedure:

Anyone who would like to avail this benefit, assuming they fulfil the eligibility criteria, is required to send mail at hrd@dynamisch.co, along with documents (Index II), requesting to avail the benefit. Upon approval from the HR Head, it will be credited to your salary account along with the subsequent month's salary.

Terms And Conditions:

- The registration of home should be on the name of an employee.
- The policy is effective from 1st April 2024, so the prior date will not be entertained.
- The benefit can only be taken post successfully completion of 5 years of employment with Dynamisch.
- This benefit is only applicable for once in the overall employment tenure.
- An employee is responsible for any tax implications arising out of it.

4. Family Holiday Benefits:

Benefits:

Family Travel – Dynamisch will Contribute 70% of your travel cost for travelling anywhere in the world up to 1,50,000.

Eligibility Criteria:

- Permanent full-time employee
- These benefits get enabled on the completion of 10 years with Dynamisch

Exclusions:

Intern/Part-time/temporary/contractual/ employees on notice period are excluded from benefits.

Enrolment Procedure:

Anyone who would like to avail this benefit, assuming they fulfil the eligibility criteria, required to send mail at hrd@dynamisch.co along copy of receipts of hotels and flights/train tickets, requesting to avail the benefit. Upon approval from the HR Head, it will be credited to your salary account along with the subsequent month's salary. The contribution will be disbursed to the employee upon satisfactory verification of the travel expenses and adherence to company policies.

Terms And Conditions:

- This benefit can be availed post your vacation.
- The definition of family includes immediate relatives such as spouse, children, and parents/parents in laws.
- It only includes, travel tickets and stays in a hotel. Only receipts with GST will be considered as expenses.
- The policy is effective from 1st April 2024, so the prior date will not be entertained.
- The benefit can only be taken post successfully completion of 10 years of employment with Dynamisch.
- This benefit is only applicable for once in the overall employment tenure.
- An employee is responsible for any tax implications arising out of it.

5. Kid's Higher Education Benefits

Benefits:

- Up to 15,00,000 For each Child, up to 1 Child for higher education

Eligibility Criteria:

- Permanent full-time employee
- These benefits get enable on the completion of 15 years with Dynamisch

Exclusions:

Intern/Part-time/temporary/contractual employee are excluded from benefits.

Enrolment Procedure:

Anyone who would like to avail this benefit, assuming they fulfil the eligibility criteria, required to send mail at hrd@dynamisch.co along with fee receipt or fee schedule, requesting to avail the benefit. Upon approval from the HR Head, it will be credited to your salary account along with the subsequent month's salary.

Terms And Conditions:

- The policy is effective from 1st April 2024, so the prior date will not be entertained.
- The benefit can only be taken post successfully completion of 15 years of employment with Dynamisch.
- This benefit is only applicable for once in the overall employment tenure.
- An employee is responsible for any tax implications arising out of it.

6. Children's Marriage Benefits

Benefits:

- Up to 10,00,000 For your child's Marriage

Eligibility Criteria:

- Permanent full-time employee
- These benefits get enable on the completion of 20 years with Dynamisch

Exclusions:

Intern/Part-time/temporary/contractual/ employees on notice period are excluded from benefits.

Enrolment Procedure:

Anyone who would like to avail this benefit, assuming they fulfil the eligibility criteria, required to send mail at hrd@dynamisch.co, requesting to avail the benefit along with receipts. Upon approval from the HR Head, it will be credited to your salary account along with the subsequent month's salary.

Terms And Conditions:

- This benefit can only be availed on gold-related items like jewellery.
- The receipt should be a legal document acknowledged according to the law.
- The policy is effective from 1st April 2024, so the prior date will not be entertained.
- The benefit can only be taken post successfully completion of 20 years of employment with Dynamisch.
- This benefit is only applicable for once in the overall employment tenure.
- An employee is responsible for any tax implications arising out of it.

Appeals and Grievance Procedure:

In case of any grievances, employees may contact the HR department by emailing hrd@dynamisch.co.