**Monetary Incentive Fund**

For the long-term benefit of its employees, Mobi Pixels has initiated the **Monetary Incentive fund**.

**Terms and Conditions**

Equivalent Contribution to the Fund from the employee and the employer will start immediately after the successful completion of the employee’s one-year contract after the probation period, as per the employee's salary.

Employees' contributions to MIF shall be deducted from employees’ salaries on a monthly basis.

The maturity period for the provident fund is**one year**. The period starts from the date an employee is admitted to membership of the fund. Upon maturity, the employee can withdraw the full 100% provident fund (employee plus employer’s contribution) during the services with the company/renewal of the contract. At maturity, if an employee makes the full withdrawal, a new provident fund shall be opened for him. However, if the employee does not make the withdrawal at maturity, the same fund will continue and an employee shall be able to withdraw anytime for the previous year.

If the employee resigns before completing one year from the date an employee is admitted to membership of the fund and his resignation is approved, an individual will only be entitled to his/her own contribution only.

If an employee gets terminated on disciplinary grounds, he will not be entitled to any contribution. The disciplinary committee will decide regarding his termination.

MIF cannot be withdrawn prior to its maturity period.

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**CATEGORIAL MONETARY INCENTIVE FUND: EMPLOYEE AND EMPLOYER’S EQUIVALENT MONTHLY CONTRIBUTION**

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| **Salary Bracket : 1** | **Salary Bracket : 2** | **Salary Bracket : 3** | **Salary Bracket : 4** |
| **0-60K** | **60K-100K** | **100K-200K** | **200K-300K** |
| **2.5 %** | **3.5 %** | **5 %** | **6 %** |