

Employee Handbook - Annual Bonus

FAQs

How does Conrad Labs calculate these bonuses?

Bonus is calculated based on many factors, including

- The company's financial health and future forecast
- Individual employee's performance and salary (previous fiscal year)
- The value added to the organisation by individuals in areas other than their primary job role

How do I know that I will get a bonus?

Bonus calculations are generally done in December and announced in January. We try our best to give out bonuses each year and have not faced a situation where the company's health was not good enough not to warrant it. But, there could be a situation in the future where we are not in a healthy enough state to give bonuses.

Who gets this bonus, and how?

- An employee who has completed one year of employment with Conrad Labs at the time of bonus disbursement is eligible for the annual bonus.
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- This bonus is prorated over an employee's time spent in the fiscal year for which the bonus is being paid out.

Why is the bonus not issued in June with the increment?

Bonus is generally announced in January, as the company books are closed in December, not in June. Until then, we do not have a complete picture of the company's health. Hence bonus calculations are finalized in the last quarter.

Can I negotiate my bonus?

No, these bonuses are non-negotiable. We calculate them based on an algorithm. Making exceptions will seriously affect the overall payout for the group.