

ZS Associates – Compensation Annexure
Confidential - For College Training and Placement team use only

Cash component	850,000	ZS Gross
	100,000	Joining Bonus
	60,000	Relocation
	18,000	Broadband
	85,000	Performance bonus up to 10% of ZS gross
	150,000	12 th month payout of ELRP ¹
	21600	Provident Fund
	16000	Gratuity (payable on completing 5 years of continuous service with ZS Ind Pvt Ltd as per the payment of gratuity act 1972)
Estimated 1st year earning potential (without Gratuity)	1,284,600	
Non-Cash Benefits (Amounts are indicative of what you are entitled for or ZS would undertake as cost)²	400,000	Group Medical Insurance. Employee can nominate up to 5 dependent family members
	1,000,000	Accidental Policy – sum assured
	25,50,000	Life Insurance Cover - 3 times of your annual gross salary
	5,000	Outpatient Department (OPD) expense coverage
	5,000	Executive health Check Ups - Annual Executive Health Check-up facility through a leading hospital chain for all employees and their spouses
	<ol style="list-style-type: none"> Leaves: 25 days of vacation per calendar year and up to 7 days of sick leave on Pro-rata basis Meals: Breakfast, Lunch, Dinner and Snacks served in office on all working days Local Transportation: A shared pickup/drop from residence to office for all employees residing within defined zones Advance toward Home Deposit: An interest-free advance up to INR 75,000 against lease agreement, recovered over a period of 06 months through payroll Upon your arrival, ZS will provide up to 2 weeks (14 days) of temporary guest house accommodation on a twin sharing basis. ZS will direct pay the guest house accommodation Day care reimbursement (for women ZSers): INR 7000 monthly, for children aged 0-12 months and INR 4000 monthly, for children aged 13 months to 4 years 	

ELRP¹: As you get to the subsequent years in ZS, apart from the above-mentioned cash and non-cash benefits, you will be entitled for a confirmed bonus under the Emerging Leader's Rewards Program (ELRP). ZS values the long-term contribution of our people towards the organization and the expertise they build along. In recognition of this, ZS offers an additional reward to our 'Emerging Leaders' for staying on and building their careers with us. This reward, if paid in its entirety is INR 900,000 and will be paid out across the 12th, 24th, 36th and 48th months of completion with ZS. If you choose to leave ZS within 6 months of receiving any of the ELRP payouts, you will be expected to pay back the last payout in its entirety.

Pay-out months	Tenure in Months (from date of joining ZS India)				Total = 9,00,000
	On completion of 12 months	On completion of 24 months	On completion of 36 months	On completion of 48 months	
	INR 1,50,000	INR 1,50,000	INR 2,50,000	INR 3,50,000	

Note: Your ZS gross will also be appraised and the same will have a resultant effect on your performance bonus as you get to year two and subsequently in the following years.

²Disclaimer- All related amounts of Non-Cash Benefits (including Group Medical Insurance, Accidental Policy, Life Insurance Cover and Executive Health Checkups) are subjected to annual update at complete discretion of ZS Associates India Private Limited.

Gratuity: Once you complete five years of continuous service, ZS will pay 15 days' salary for every completed year of service at the time of retirement or separation. The maximum amount payable is governed by the Gratuity Law.

Provident Fund: When you begin employment with ZS, you will be enrolled in a Provident Fund account. The primary objective of this program is to provide long-term financial security for ZS employees, while reducing current tax exposure. As a participant, you will make 12% contributions on the first INR 15,000 of your monthly salary through payroll deduction; ZS makes a separate additional matching contribution to your account. You can opt for additional contributions to your Fund account through payroll deduction.