

Deleywc LLC - Compensation & Benefits Overview (India)
Effective Date: 01-Nov-2025

1. Our Compensation Philosophy

At Deleywc LLC, our goal is to attract, retain, and motivate the best talent in the industry. Our compensation philosophy is built on the principles of fairness, transparency, and rewarding performance. We strive to offer a competitive and comprehensive total rewards package that recognizes the value each employee brings to our success and the success of our clients. Your compensation is a reflection of your role, responsibilities, experience, and performance.

2. Components of Your Compensation

Your total compensation package is composed of several key elements. The details of your personal package are outlined in your official offer letter.

2.1. Fixed Compensation (Base Salary)

This is the fixed, recurring portion of your monthly salary. It is determined by your job level, the market value for your role, your skills, and your experience. Your basic salary, a component of this fixed pay, is used to calculate statutory benefits like Provident Fund and Gratuity.

2.2. Variable Compensation (Annual Performance Bonus)

Purpose: The annual performance bonus is a discretionary payment designed to reward both individual contributions and overall company success.

Eligibility: All confirmed full-time employees are eligible to be considered for the annual bonus.

Determination: The bonus amount is not guaranteed and is determined by:

Individual Performance: Your performance rating during the annual review cycle.

Company Performance: The company's achievement of its financial and strategic goals for the year.

Payout: The bonus is typically paid out in the first quarter of the following calendar year.

3. Statutory Benefits

As per Indian regulations, Deleywc LLC facilitates the following statutory social security benefits.

3.1. Employees' Provident Fund (EPF)

A mandatory retirement savings scheme. Both you and Deleywc LLC will contribute 12% of your basic salary to your EPF account.

3.2. Gratuity

A lump-sum benefit paid to employees who have completed at least five years of continuous service with the company. This is payable upon your separation from the company (e.g., resignation or retirement).

4. Health & Wellness Benefits

We are committed to the well-being of our employees and their families.

4.1. Group Medical Insurance

Coverage: All employees and their dependents (spouse and up to two children) are covered under a comprehensive group medical insurance policy from day one.

Sum Insured: The policy provides a family floater coverage of INR 5,00,000.

Details: You can access your policy details, network hospitals, and e-card through the HRMS portal.

4.2. Group Term Life Insurance

To provide financial security for your family, all employees are covered under a group term life insurance policy with a coverage of 3 times your annual fixed CTC.

5. Professional Growth & Other Benefits

5.1. Professional Development

We invest in your growth. Employees can receive reimbursement of up to INR 50,000 per year for approved courses, trainings, and certifications that align with their career path and business needs.

5.2. Technology & Connectivity

To ensure you have the tools for success, we provide a company-owned business laptop and a monthly internet reimbursement of INR 1,500.

6. Confidentiality

Your compensation details are highly confidential. Discussing your salary or other compensation elements with other employees is prohibited and can lead to disciplinary action. We believe this policy fosters a more objective and fair environment.

For any questions regarding your compensation or benefits, please schedule a meeting with your manager or a representative from the Human Resources department.