

# Compensation and Benefits Overview

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## 1. Compensation Philosophy

NexaCore Solutions is committed to a **Total Rewards** strategy that attracts and retains top talent in the competitive SaaS industry across the MENA region. Our compensation is structured to be competitive with market benchmarks, reward high performance, and align employees with the company's long-term success.

## 2. Key Compensation Elements

Element	Description	Frequency/Notes
<b>Base Salary</b>	Fixed monthly pay for the employee's role and responsibilities.	Paid on the <b>[25th]</b> of each month.
<b>Performance Bonus</b>	Annual discretionary bonus based on company performance and individual performance review (PAO score).	Paid annually in <b>[March]</b> .
<b>Sales Commission</b>	Applicable for Sales roles (AEs, BDRs). Structured based on achieving sales quotas (TCV).	Paid monthly/quarterly, as detailed in the Sales Compensation Plan.
<b>Equity/Stock Options</b>	Granted to eligible employees (typically Senior/Executive level) to promote long-term vested interest.	Subject to a standard <b>4-year vesting schedule</b> with a 1-year cliff.

## 3. Benefits and Perks

### 3.1. Health & Wellness

- **Medical Insurance:** Comprehensive individual and dependent health coverage provided by [Insurance Provider]. Includes regional coverage for emergency care.
- **Wellness Stipend:** Annual stipend of [AED 2,000] for gym membership, mental health services, or fitness equipment.

### **3.2. Retirement**

- Employees are enrolled in the required local retirement/gratuity scheme (e.g., UAE Gratuity). NexaCore also offers an optional [Company Name] supplemental savings plan.

### **3.3. Time Off**

- **Annual Leave:** [25] working days (see Global Leave Policy).
- **Public Holidays:** Observance of all official public holidays in the operating country (e.g., UAE, KSA).

### **3.4. Education and Development**

- **Tuition/Certification Reimbursement:** Up to [USD \$5,000] annually for approved technical certifications (e.g., AI/Cloud) or higher education directly relevant to the role.

## **4. Compensation Review**

Salaries are benchmarked and reviewed annually by HR, typically in the [4th Quarter]. Adjustments are based on market data, internal equity, and individual performance. Employees will receive formal notice of any changes.