

Overtime Bonus Policy 2024

Overtime Bonus: It is an earning potential over and above CTC

Payout: **Overtime Bonus 2024** will be calculated and paid out on an **Annual basis** for Calendar year **Jan – Dec** in the month of **Feb 2025**.

Effective From: The change in Policy is effective from **Jan 1, 2024**

Applicability: All Delivery Employees active on the Payout date and not serving notice period are eligible for the payout.
New Joiners during the year will get prorated bonus payout based on number of hours worked during the year.
Not applicable to those who have KPI Bonus in their Compensation Structure till 3000 Hrs. Beyond 3000 Hrs, Rs 750/- per hour (OT) is applicable.

Computation:		Base billable hours per annum is 1920 hours		Bonus Rate INR <= 3000 hours	Bonus Rate INR > 3000 hours
		Billable utilization beyond 1920 hours		<ul style="list-style-type: none">Rs 500 per hour, orKPI compensation structure	Rs 750 per hour
Exa	Scen ario	Annual Billable Utilization Hours in 2024	Variable pay - Utilization Bonus		Variable pay – KPI Bonus
	1	Resource A =1200 hours	No OT		No OT
	2	Resource B = 2080 hours	2080 – 1920 = 160 hours 160 X 500 = Rs 80,000		No OT
	3	Resource C = 3500 hours	3500 - 3000 = 500 hours 500 X 750 = Rs 3,75,000		3500 - 3000 = 500 hours 500 X 750 = Rs 3,75,000