

Utilization Bonus Policy 2025

Utilization Bonus: It is the Performance and Billing linked **Variable** component of CTC

Payout: **Utilization Bonus** will be calculated and paid out on quarterly basis.

Effective From: The change in Policy is effective from **Jan 1, 2025**

Applicability: It is applicable to Delivery employees of GyanSys Infotech Pvt Ltd.
Employee should complete the Quarter to be eligible for the payout.
New Joiners during the quarter will get prorated bonus payout based on no. of days worked in the quarter.

Computation: Base billable hours per quarter is **480 hours**.

	Quarter	Payout Month
Q1	Jan- Mar	May
Q2	Apr- Jun	August
Q3	Jul- Sep	November
Q4	Oct- Dec	February

Annual Base hours = 1920 hours
OT bonus beyond 1920 hours
Not applicable to those whose have KPI bonus in their Compensation structure

Associate & Consultant – Actual % based on **utilized hours** limited to 480 hours per quarter.

Actual Utilized Hours: This includes,
•Hours billed to client
•Pre-Approved Investment to clients (Non-billable/Shadow but excludes hours clocked for Training/KT or ramp up)
•Hours clocked under internal projects within budgeted hours and approved by the Project Managers

Senior Consultant & above – Eligible for bonus after clocking **240 billable hours** limited to 480 hours per quarter.

Eligible Hours (H)	Utilization Bonus %	
	Associate & Consultant	Senior Consultant & above
H <=240	Actual %	0%
240 > H <= 480	Actual %	Actual %
H > 480	100%	100%

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Example: Annual Utilization Bonus **Rs 120,000/-**. Quarterly Utilization Bonus Rs 30,000/-

For Associate & Consultant:

Scena rio	Utilization Hours in a Quarter	Bonus Calculation - Quarterly	Utilization Bonus INR
1	Resource A’s Utilization = 200 hours	$200/480 = 41.67\%$ i.e. 41.67% of Rs 30,000	Rs 12,500/-
2	Resource B’s Utilization = 384 hours	$384/ 480 = 80\%$ i.e. 80% of Rs 30,000	Rs 24,000/-
3	Resource C’s Utilization = 500 hours	100%, <i>(Any billable hours beyond 1920 hours annually will be considered for OT payout)</i>	Rs 30,000/-

Example: Annual Utilization Bonus **Rs 240,000/-**. Quarterly Utilization Bonus Rs 60,000/-

For Senior Consultant & above:

Scena rio	Billable Utilization Hours in a Quarter	Bonus Calculation - Quarterly	Utilization Bonus INR
1	Resource A’s billable utilization = 200 hours	Not Applicable as quarterly billable utilization is below 240 hours	NA
2	Resource B’s billable utilization = 384 hours	$384/ 480 = 80\%$ i.e. 80% of Rs 60,000	Rs 48,000/-
3	Resource C’s billable utilization = 500 hours	100%, <i>hours beyond 480 can form part of OT Bonus on Annual true up</i>	Rs 60,000/-