

Say 'Hello' at Byteridge!

Byteridge Benefits Document

*We are delighted to have you on board, and this brochure provides an overview of the **perks and growth** prospects available to you at Byteridge. Apart from these, you will be '**Valued**', '**Mentored**', and '**Supported**' at Byteridge along your journey.*

1. Health Insurance Coverage -

The Company provides its bytemates with health insurance coverage of **Rs 2 lakhs per annum** per family through Go Digit. The rest of the family members can be covered at a nominal cost in compliance with the Medical Health Insurance policy.

2. Learning & Development

Byteridge is committed to a continued focus on team members' professional certifications. Byteridge had established a professional certification policy to encourage teams with career progression and development to be intact with the latest market trends & technologies. Reimbursement provided upon successful completion of the certification. Bytemates would have additional allowance yearly ranging from **INR 10000 to INR 30000** as part of professional growth.

3. Superwomen Partnership Program

The company provides this benefit to all working mothers at work to ensure that the women bytemates have a work-life balance during their new parental journey while working from home. Monthly reimbursement of INR 8500/- would be reimbursed to the payment made to the babysitter monthly. Which would be **INR 1,02,000/- per annum**.

4. Maternity Benefit

The company provides Maternity benefits for all expecting mothers as per the "Maternity Benefits Act 2017" which states that the Maternity benefit is provided for **26 weeks**. The women bytemates must have worked for at least 80 days in the last 1 year to avail of this benefit. Also applicable for contract bytemates or bytemates on probation.

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Byteridge Software Private Limited, WeWork Rajapushpa Summit,
Level 1, Financial District, Telangana 500032

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5. Salary Advance

The company provides a salary advance as a benefit in the form of financial assistance to a bytemate who is in immediate need of money to tide over sudden/unforeseen expenses on his/her front. The **advance to be granted** to the bytemate under the given circumstances will be linked to his/her monthly salary.

6. Bytemates Referral Benefits

The company provides bytemates referral benefits for any bytemate who refers his/her friends/acquaintances for the open positions at Byteridge. The policy has both **monetary benefits & Cameras, Mobile phones, Treadmills, Sofa sets and many more**. Bytemates can earn up to **INR 20,000/-** per successful referral as per company policy.

7. Laptop Reimbursement

The company provides laptop reimbursement benefits to all regular and contract bytemates of the company. Bytemates using their own laptops for office would receive a laptop allowance of **Rs.1500 per month (Windows)** & for an allowance of **Rs.2000 per month (Mac)**.

8. Annual Leave

As per company policy, bytemates are entitled to the below mentioned leave.

Leaves	Days p. a.
Privilege leave	16 days
Paternity Leave / Adoption Leave	5 days
Maternity Leave	As per the Maternity Benefit Act
Adoption Leave (for females)	Dependent on the age of the child
Regulatory Holidays	10 days
Marriage Leave	5 days
Bereavement Leave	5 days
Accident Leaves	5 days

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9. Basket of Allowance (for Freshers)

This is a benefit basket that is paid out on a one-time basis as a reimbursement against the benefits which are availed by the bytemates. The maximum amount that can be reimbursed is **Rs. 40,000**.

The basket of allowance includes the following benefits:

- 1) Security deposit for getting a house on rent (only for bytemates joining from other cities).
- 2) Buying a new bike after joining us.
- 3) Buying a new laptop after joining us.
- 4) Buying a new mobile phone after joining us.

10. Bytemates Wellness

The company organizes **well-being sessions, fun activities, festival celebrations, and People connect plus** where we connect with the bytemates one to one and create a great holistic well-being culture at work.

11. Gratuity

The company provides a benefit of Gratuity to a bytemates who complete 5 years of continuous service with the company, or a bytemate who retires (60 years), or in case of death or disability caused due by an accident.

12. Broadband Allowance

Bytemates can claim a maximum **tax exemption of INR 24000/- per year** by presenting monthly broadband Internet bills.

13. National Pension Scheme

Byteridge has been registered with the Govts. National Pension Scheme for the Team Byteridge, the total tax benefit of INR 1.5 Lacs under section 80c and **INR 50,000** under Section 80CCD(1B) can be availed as per the scheme.

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14. No Probation or Bond Period

We at Byteridge don't believe in probation or bond period.

15. Rewards and Recognition

Our R&R program is meaningful, memorable, authentic, and aligned to our values (Integrity, Growth Mindset, backing each other) and building a culture that thrives on acknowledging behaviour aligned to values and goals. We have monthly, quarterly, and annual recognition programs for our bytemates.

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