

# 28 Reasons to Join LearningMate!

[INDIA EDITION]

Hello,

Congratulations and welcome to LearningMate, a company that has been a pioneer in the world of education since 2001.

Established in 2001, LearningMate is a professional services and product company offering domain expertise in teaching and learning solutions

We currently have over 1400+ full-time associates across the United States, United Kingdom, India, and Canada. Our global teams collaborate with the Higher Education, K-12, and Professional and Continuing Education markets to develop and deliver innovative and affordable learning experiences with measurable impact.

LearningMate focuses on the needs of next-generation learners. The company builds on a strong foundation of learning design with progressive technology, digital media, and engineering solutions to connect today's learners, educators, administrators, policymakers, and content creators with the information, tools, and solutions they need to be successful. With six consulting offices in the United States, the United Kingdom, Canada, and India, LearningMate serves a global clientele of education publishers, traditional and nontraditional EdTech companies, K-20 schools, universities and career colleges, government agencies, non-profits, corporate learning departments, and education consortia. Learn more at www.learningmate.com.

Our work has been recognized within the industry, and we have received several accolades over the years. Most recently, we were named in Training Industry's 2017 Top 20 Authoring Tool Companies list and Watch Lists for Content Development and Training Outsourcing and 2018 Top 20 Training Outsourcing Company list. We were also mentioned in CIO Review's Top 50 Most Promising EdTech Services Companies.

At LearningMate, we believe employees are the foundation of our success. That's why we take pride in being a People-First company. We provide a wide range of competitive and flexible benefits and programs to support our employees and their families.

While your annual salary or (CTC as we call it), is very important; benefits play a vital role in helping you save money, stay healthy and enjoy life. If you're on the hunt for an employer with generous perks but aren't quite sure where to look, relax! We've got your back.

This document aims to guide you with an overview of the perks & benefits\* available at LearningMate. Come, take a look at 28 reasons to join us.

\*As per eligibility criteria.



#### 1. On-Time Salary

Since the past 2 decades LearningMate maintains a record of on-time salary!



#### 2. Employee Provident Fund

The Provident Fund benefit helps you to save for future exigencies



### 3. Bonuses, Reimbursements



Internet, telephone and travel reimbursements, as applicable

# 4. Meal & Transportation



Transport services to reach work on time; meal provisions in special conditions

### **5. Investment Guideline & Financial Services**



Build your financial know-how with free tools and information



#### 6. 5-Day Work Week

5 day work week to make sure you are fresh and relaxed at the start of your week



#### 7. Hybrid Workplace

Flexible working hours and Work From Home option enable our members to manage work-life balance



#### 8. Paid Holiday, Time-Offs

Paid leaves for fuss-free time-offs



### 9. Maternity & Paternity Leave

Paid time-offs and leaves to help you navigate and enjoy the journey of parenthood



#### 10. Compensatory-Off

Paid day-off against the work done on a holiday/ weekend



### HEALTH & SAFETY



### 11. Employees' State Insurance

Social security and health insurance by ESIC



#### 12. Extended Medical Leave

Extended medical leave in case of hospitalization



## 13. Health Insurance For You& Your Family

Immediate family\* is covered in our Group Mediclaim Coverage. It also includes Personal Accident Coverage, Term Life Insurance.



\*Enroll your parents under the health insurance subject to company policies

# 14. Workplace Health and Safety



Aadequate safety measures to lend support during any emergency

#### 15. Going Green!

LearningMate embraces green business practices



### CAREER & ENVIRONMENT



#### 16. Equal Opportunity Employer



We do not discriminate on any grounds, including race, caste, religion, origin, colour, ancestry, marital status, gender, sexual orientation, age, nationality, disability, or any other category protected by the applicable law

#### 17. Rewards & Recognitions

Unique reward & recognition program to acknowledge employee performance and contributions at all levels



#### 18. Learning &



#### **Development**

Understand your strengths, identify opportunities and build skills to support your personal development and career growth

# 19. Global Careers Business Travel, On-Site Opportunities



Exciting opportunities for business travel in India and/or overseas

# 20. Relocation & Remote Working Support



LearningMate provides support for relocation and remote working



#### 21. Buddy Referral

Refer your friends and earn exciting rewards!



#### **22. Corporate Offers**

Enjoy discounts at top restaurants, salons and local shops



#### 23. Employee Networks

Celebrate what makes us unique! Employee networks will help you connect with like-minded co-workers who share a common goal and interests



# 24. The Other Side of LearningMate

At LearningMate, it's not all work! Here you will be a part of lots of fun activities that include music, dance, painting, sports, the culinary arts and more...



# 25. Giving Back To The Society

Get an opportunity to reach out and help people in need



### **26. EAP (Employee Assistance Program)**

LearningMate prioritizes mental well-being and work-life balance. To support the same, we present 'YouDost'- a strictly confidential platform to connect with experienced counsellors. We ensure that working at LearningMate is emotionally satisfactory and constructive for our members.



#### 27. Toastmaster Club

Toastmasters International (TMI) is a global professional educational organization that promotes public speaking and leadership through a worldwide network of clubs. At LearningMate, it is a Learning & Development initiative to help employees become better leaders and speakers.



#### 28. Say Hi to AMBER!

Amber is a smart AI bot who connects with members at every milestone that they achieve. Amber initiates meaningful conversations with members, listens to feedback, resolves common queries on a real-time basis and guides effective organizational transformation.

She helps to make LearningMate a better place to work at.

If you wish to know more about the benefits, feel free to contact the HR team.

**Disclaimer:** This communication provides information about certain LearningMate benefits. Receipt of this document does not automatically entitle you to benefits offered by LearningMate. Every effort has been made to ensure the accuracy of this communication. However, if there are discrepancies between this communication and the company HR plan/policy document, the HR policy will always govern. LearningMate reserves all rights to amend or terminate any benefit plan in its sole discretion at any time for any reason whatsoever without any prior information.

# **LearningMate!**

#### Thank you!



#### LearningMate<sup>™</sup>

For any queries, feel free to write to <a href="mailto:hroperations@learningmate.com">hroperations@learningmate.com</a>