# Employee Perks & Benefits — Software Company

## Health & Wellness Benefits

- Comprehensive medical insurance for employees and dependents
- Annual health check-up coverage
- Mental wellness counseling sessions
- Gym membership reimbursement
- Paid sick leave and wellness days

## Financial Benefits

- Performance-based annual bonus
- Employee Provident Fund (EPF) contribution
- Gratuity benefits as per company policy
- Internet and work-from-home allowance
- Meal vouchers or food coupons

## Work Flexibility

- Hybrid / Remote work options
- Flexible working hours
- Work-from-anywhere policy (limited period)
- Optional compressed workweek schedules

## Learning & Career Development

- Annual learning and certification budget
- Access to online learning platforms
- Technical workshop sponsorships
- Conference and hackathon participation support
- Internal mentorship programs

## Paid Time Off

- Annual paid vacation leave
- Public holidays
- Casual leave allocation
- Parental leave (maternity & paternity)
- Bereavement leave

## Office & Lifestyle Perks

- Free snacks and beverages in office
- Gaming and relaxation zones
- Team outings and annual retreats
- Festival celebrations and employee engagement events
- Employee recognition and rewards programs

## Technology & Work Setup

- Company-provided laptop and accessories
- Home office setup allowance
- Latest development tools and software licenses
- High-speed internet reimbursement

## Additional Employee Benefits

- Referral bonus program
- Employee stock options (ESOPs) eligibility
- Transportation or travel allowance
- Relocation assistance (if applicable)
- Birthday and work anniversary rewards