

Tier1:

- Conditions
 - Performance review is < 4.0
 - Has less than 1 year Inovaqo experience
- Perks
 - No perks

Tier2:

- Conditions
 - Last performance review was ≥ 4.0
 - Has 1 year Inovaqo experience
 - Is working on a live project
- Perks
 - 1 extra basic salary per year after first review or recent review
 - 10K bonus per associate

Tier3:

- Conditions
 - Has 1 year Inovaqo experience
 - Has 2 year industry experience
 - Last performance review was ≥ 4.2
 - Has stabled at least 2 project for 3 months
 - No negative customer feedback in last 6 months
 - Has won either SS or RS (Only applicable to SE/SSE)
 - Has closed at least 1 lead
- Perks
 - 2 extra basic salaries per year after first review or recent review
 - 10K bonus per associate
 - Random bonuses
 - Can apply for car lease after 2 years of experience
 - Is eligible for project bonuses

Project closing bonuses:

- 5% bonus across among people who took the call (Limit \$100)
- 1% among team member after 3 months

Project Bonus:

- 10K bonus per extra project for SE/SSE, TL, PM
- 15K bonus for communication and thread will be divisible among people

Associate Policy:

- Associate is a person who is working on a live project
- SE/SSE bonus is 5k
- ATL/TL bonus is 10K
- PM bonus is 10K

HR/Admin policy:

- 1 extra basic salary per year after first review or recent review