

Benefits

Updated June 2023

Wellbeing

Health & safety benefits

Family Health insurance cover upto 300,000 (Spouse and 2 children)
Accident insurance cover upto 10,00,000
Individual counselling @1700/ session
Sick leave
List of safe place to stay
Hospital/Ambulance facilities
Cab service providers

Enriched personal life

24 days personal time off
9 days of holidays, 2-3 optional holidays
One week winter break
Compensatory leave
Flexible working arrangement
Reimbursement of internet expenses upto 750/ month

Gender equity and inclusion

Parental benefits

- Paid maternity leave upto 6 months
- Paid paternity leave for 15 days
- Flexible work arrangement for 1 year period
- 3,000/ month for creche facility till the child reaches 6 years
- Employees / Fellows bring their children for residential workshops all expenses for the attender and child taken on by the organization

Inclusive work environment

- Yin circle/MENding Mindsets League/Safe Haven - support group for women/Men @5,5750/ session
- Pee Buddy for all women employees
- Reimbursement of Pepper spray
- Sanitary pads available in all offices for use in emergencies
- Each office building have a 'women only' toilet that is easily accessible
- People circle for People Managers
- Internal committee for Sexual harassment
- CWC for children well being

Growth

Learning opportunities

- Access to LMS courses worth 5000 rupees
- 5 days of RFS leave
- Mentorship & Coaching support
- Follow the leader program to experience the life of CEO for a week
- Emerging leaders program worth 200,000 rupees
- Master coach program worth 60,000 rupees
- 6 months of sabbatical leave for employees who have completed 5 years of employment

Internal growth

- Access to internal job posting
- Performance based promotion
- Opportunities to work in organisation working groups
- Salaries as industrial standards
- Cross learning opportunities (for those who have completed 2 years in the organisation)

Times of personal need/ crisis

Financial

- Salary advance
- Gratuity
- P.F contribution
- Benevolent fund

Death or loss of loved ones

5 days compassionate leave

Quest Connect

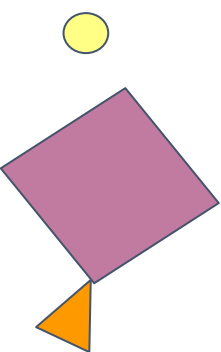
Breakfast and lunch

- Offices with more than 10 employees have office kitchen which serves breakfast and lunch at contribution of @750/month by employees and matching fund from office.
- Unlimited access to snacks, tea and coffee through the day

Meaningful connection & Belonging

- Monthly team meeting
- Hack to the future
- Annual staff meet

Salaries



Role	Grade / Level	Low Band (CTC/Month)	High Band (CTC/Month)
Office Assistant/Driver/Cook	1		
Admin and other Assistants	2	18,000	30,000
Facilitator	2	17,500	25,000
Associate	3	30,000	40,000
Officer / Analyst	4	35,000	45,000
Senior Officer	5	45,000	55,000
Coordinator	6	58,000	75,000
Sr. Coordinator/ Associate Manager	7	64,000	80,000
Subject Matter Specialist I	7	75,000	125,000
Subject Matter Specialist II	9	125,000	180,000
Managers	8	75,000	120,000
Sr. Manager	9	100,000	165,000
Associate Director	10	165,000	220,000
Director	11	220,000	270,000
CXO's	12	270,000	350,000