

Technical Interview Incentive Policy

Effective from: 15th January 2021

Amended from 1st April 2022

Eligibility and the Incentive Structure:

- This policy applies to all Bitwise India employees who are identified for conducting technical interviews for Lateral hiring only
- This policy is not applicable to Final Interview Panel, Recruiters, Business Enablement teams, and consultants (third party vendors) engaged with Bitwise

Incentive Structure:

Hiring for	Applicability	Incentive amount (Rs.)
Laterals	Every Technical Interview	1000/ per interview

- The incentive amount referred to above will apply to each technical panel if it is determined that more than one individual has participated in the interview process
- The amount payable under this policy will be taxable as per the provision of the Income Tax Act

Process:

- Recruitment team to provide the names of the Tech Panel and the incentive amount to be paid to the interviewer to the HR team by the 22nd of each month
- This incentive amount will be processed along with the salary for each month
