



Employee Value Proposition

*“Cummins provides value to its employees through an employee experience offering a focus on **career advancement** opportunities while also providing the necessary **work-life integration** and focus on wellness appropriate for each individual. Every Cummins employee is able to reach even **beyond our world-class engineering** to engage with meaningful projects that are **improving lives worldwide.**”*



**POWERING
YOUR POTENTIAL**



Rewards & Recognition



Benefits



Commitment to Diversity



Hire to Develop



Managers as Leaders



Work Environment



**Career Development
Opportunities**



Job Interest Alignment



Innovation & Technology



Community Involvement



Work Life integration

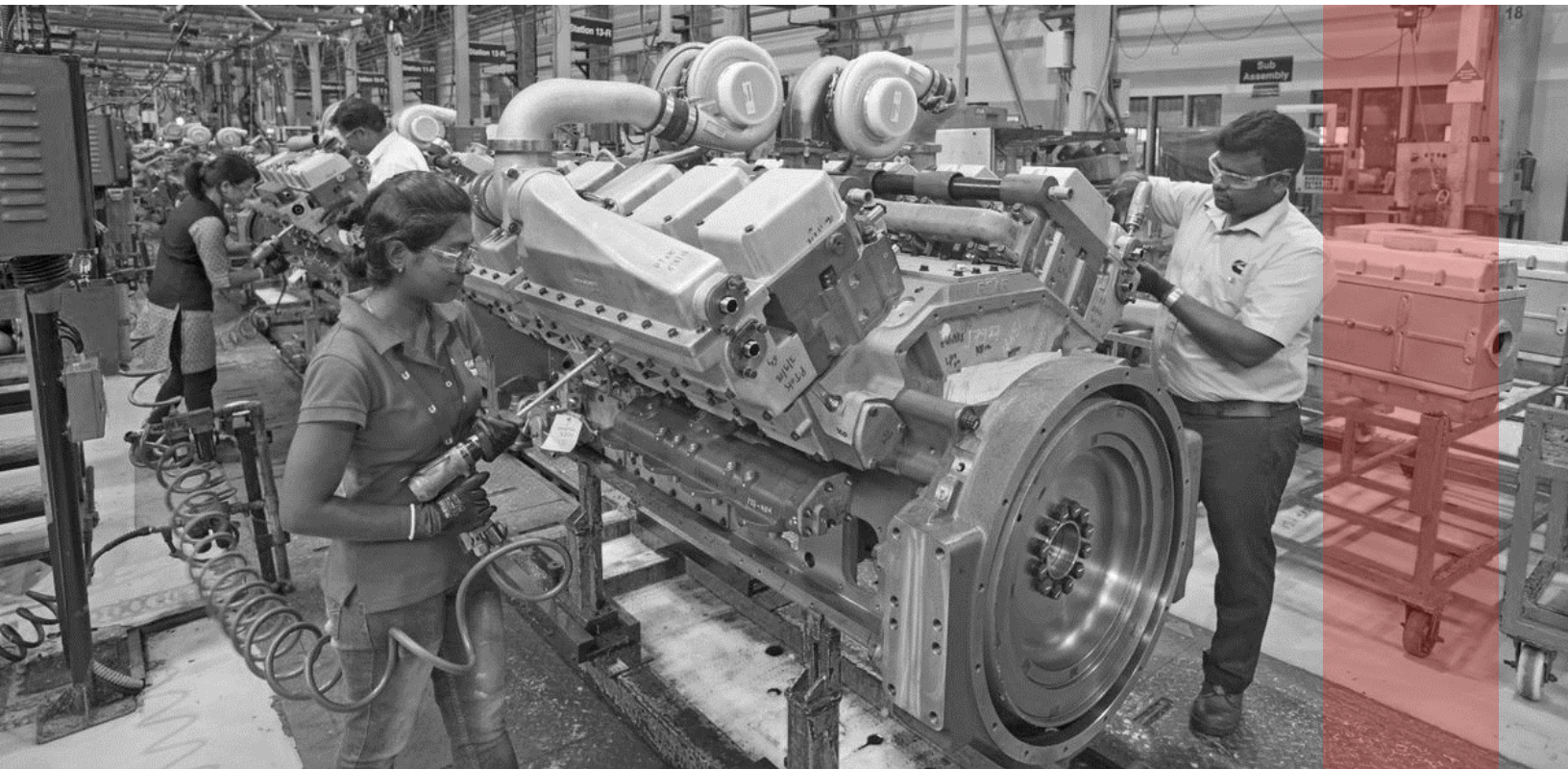
WORK



- **Job Interest Alignment:** We focus on setting clear objectives & expectations by aligning personal interests with organizational goals
- **Recognition:** We believe in Recognition for superior results at all levels
- **Innovation & technology:** At Cummins, every employee is able to reach beyond our world class engineering to engage with meaningful projects that are improving lives worldwide
- **Work/Life Integration:** We strive to maintain a balance through flexi-working guidelines, maternal and paternal leaves & in house creche



OPPORTUNITY



- **Career Development Opportunities:** We create transparency on performance evaluation through Integrated Talent Management System.
- **Hire-to-Develop:** Our employees have access to career opportunities that allow them to develop & continuously learn through meaningful work;
- **Internal Job Movements:** We support employees who wish to or are open to relocate & explore new career opportunities.





REWARDS

- **Benefits:** Health, Nutrition, Psychological and Financial Wellness resources to gain information on improving overall health and wellness

ORGANIZATION

- Commitment to **inclusion**
- **Community** Involvement

PEOPLE

- **Work Environment:** We focus on inspiring & encouraging employees to reach their full potential by creating an environment where people feel free to express their thoughts, ideas, emotions and feelings.
- **Good Managers:** Managers at Cummins live Our Values & exhibit Leadership Behavior. They also focus on building success in others along with also caring for the people

