

Annexure I



EMPLOYEE INSURANCE (Premium fully funded by Company)

Life Insurance:

Cover amount multiple of annual salary (2 times) or min. cover of 12 lakhs whichever is higher.

Personal Accidental Insurance:

Cover amount multiple of annual salary (5 times) or min. cover of 20 lakhs whichever is higher.

Health Insurance:

Includes 'Spouse' and 'Children' as dependents - sum insured INR 400,000 for employees below 35yrs and INR 500,000 for employees 35yrs & above.

Top-up Insurance:

Employees can top up insurance cover for 2/3/4 lakhs on payments of premium and is extended for Parents policy also.



VOLUNTARY INSURANCE BENEFITS

Voluntary Parents / Parents in Law Policy:

Optional coverage of parents / parent in law with premium lower than market rate and coverage terms better than the market Sum insured INR 300,000 for all employees.

Insurance Portability Option:

(for employee as well as Voluntary Parents / Parents in Law policy) available after exiting Amdocs. Conditions apply.



HEALTH & WELLNESS PROGRAM

Doctor/ Counselor on site, In-house Gymnasium facility, Wellness Programs on site. Annual Medical check-up for employees of age 35 years & above.



VACATION & LEAVES

20/ 22 days' vacation during a calendar year.
11 holidays including National, Mandatory and Optional Holidays.
10 days Sick Leave/Casual Leave
2 days Paternity leave.
5 days Marriage leave
Maternity leave and Special Maternity leave (as applicable) as per the law Maternity Benefit (bonus).



LONG TERM AND LOYALTY RECOGNITION AWARDS

Long term service certificates and experiential vouchers on completion of 3, 5, 7, 10 and 15 years of service along with loyalty awards/gifts that include weekend gateways and holiday packages in renowned hotels for 3 & 7 years category.



GIFT ON PERSONAL EVENTS

Family Event gift (monetary) on employee's marriage and child birth

Gift points on employee's birthday and wedding anniversary through the online portal **Amdocs Rewards**

Optional Leave can also be taken on a family event

Annexure I



RELOCATION ASSISTANCE FOR NEW JOINERS

Relocation/settling allowance, initial accommodation, travel and cargo.



DAY CARE

Reimbursement for day care facility with empanelled day care.



MEALS (SUBSIDIZED)

Lunch & dinner at subsidized rate.



EMPLOYEE CLUB

Sports club and Amdocs club for various indoor and outdoor events and various employee engagement activities



TRANSPORT (SUBSIDIZED)

Company bus facility during normal working hours
Cab facility provided for employees working late i.e., beyond 8:30 pm close to residence.



SNACKS & REFRESHMENTS

Breakfast and evening Snacks.



SPOT AWARDS

On the spot appreciation by Manager for key achievements / milestones on routine basis on online portal Amdocs Rewards!



PROJECT EVENTS

Team events through I-care
End of project get-together



NATIONAL PENSION SCHEME

NPS Corporate Model facilitates corporate employees to join NPS within the purview of their employer-employee relationship. It allows employers to contribute towards NPS accounts of the employees with a feature to get tax benefits.



ANNUAL GIFT

Annual gift in the form of gift vouchers.

Annexure II



EXTERNAL CONFERENCES

Platform for employees to participate in external conferences.



THOUGHT LEADERSHIP SERIES

Forum to learn from experiences of industry leaders.

Please Note:

Several of the above reimbursements, benefits and perquisites, are extended by Amdocs on a voluntary basis and shall be subject to Amdocs' policies, procedures and practices from time to time. Amdocs reserves the sole right and discretion to change, suspend or withdraw any of the above mentioned reimbursements, benefits and/or perquisites, without being required to replace the benefit or compensate you. It is further clarified that the payment, if any, of any additional amounts in excess of the remuneration specified in your appointment letter or any increment letter, shall be made at the sole discretion of Amdocs. Payment of any benefits, reimbursements, perquisites, etc. in one year does not automatically entitle you to the same or similar payment in any subsequent years. Consistent or repeated payments of any benefit cannot be regarded as a custom or practice of Amdocs and should not be used by you as basis for any claim, for the past or for the future.

