



2021 India Benefits Summary

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Welcome

At Rocket Software, we are pleased to provide you with a comprehensive benefits program to support your health and well-being and that of your covered dependents. Rocket maintains its commitment to help you understand the benefits available to you. We hope these efforts help you to better understand our plan offerings.

Our benefits program consists of the following options:

- Employee Referral Program
- Private Medical Insurance
- Group Accident & Term Life Insurance
- Company Sick Pay
- Paid Time Off
- Education Reimbursement
- Further Information

Employee Referral Program

As a Rocket Software regular employee, participating in our Employee Referral Program gives you the opportunity to leverage your personal networks to locate exceptional talent to join our innovative and growing global company. As an added incentive, a referral of an external candidate that leads to a hire could earn you a cash reward.

If a candidate is hired in India and remains employed for six full months, the employee who referred the candidate will be paid a bonus of ₹65,000. A bonus of ₹1,30,000 each will be paid for the second and third referral and ₹2,00,000 each paid for any subsequent referrals in the same calendar year.

1 st Hire	2 nd & 3 rd Hires	Subsequent Hires
₹65,000	₹1,30,000	₹2,00,000

Group Private Medical Coverage

Mediclaime – Family Floater	Insurance Provider	Coverage	Other Limited Coverage
Mediclaime – Family Floater coverage of 4 lacs per annum <ul style="list-style-type: none">Day 1 coverageNo exclusion of pre-conditionsNo Co pay at premium and settlement stages	Bajaj Allianz	1 + 7 (self, spouse, 2 children, own parents, parent in-laws).	OPD and dental treatment, Hospitalization for Ayurvedic Treatment, Ambulance cover, Lasik, Robotic surgery, Stem cell therapy, Cyber knife with Co pay

Voluntary Mediclaime top up facility up to INR 11 Lacs per annum available at subsidized premium rates.

Group Personal Accident & Group Term Life Policy

Group Personal Accident (GPA)	Group Term Life (GTL)
<ul style="list-style-type: none">• 30 times monthly basic salary• Temporary Total Disability – 1% of sum insured or 10,000 per week for 104 weeks	<ul style="list-style-type: none">• 60 times basic salary• Terminal illness cover

Paid Time Off

Paid Sick Time

Rocket Software provides up to 14 days of your full pay, if you are unable to work due to illness. The plan is discretionary and subject to adhering to the absence procedures. Unused sick days cannot be carried forward to following years.

Paid Public Holidays

Rocket Software's Global Holiday Calendar can be found on the [Rocket Intranet Page](#). There are typically 10 public holidays per calendar year in India.

Paid Privilege Leaves

All regular, full-time employees are entitled to 22 days per year (excluding designate). As per India policy, employees are able to carry up to a maximum of 12 privilege leaves into the next calendar year. Carry over happens automatically on 1st January 2021. Any days above 12 will be forfeited unless otherwise directed by legislation.

Paid Casual Leave

All regular, full-time employees are entitled to 12 days per year. As per India policy, employees are unable to carry any casual leave into the next calendar year.

In addition to the above, there are other types of leave available. Please contact HR@RocketSoftware.com if you have any questions regarding other leave types.

Education Reimbursement

All regular full-time employees are eligible. The assistance shall be given to employees who apply for the courses after joining the services of the company. Part-time/correspondence courses, diplomas, post graduate diplomas, graduate degrees and MBA programs related to an employee's present or future career in the company. No full-time courses are funded. The maximum amount of reimbursement that the employee can receive is capped to INR 50,000.

Modern Health

Modern Health is a 21st Century Employee Assistance Program that brings all your wellness and support needs into one handy app. Modern Health allows you and your family members to have access to tools that assist with the balance of work and home life. 2020 has been a year unlike any other. So, whether it be self-care tips for the holiday season, coping with COVID-19, parenting tips, or assistance with stress and anxiety, Modern Health has the resources to help. All these resources and more, are available via a secure, mobile app.

With Modern Health, we have access to several resources including:

- Digital Courses & Meditations: Proactively build mindfulness habits into your life through online programs based on evidence-based cognitive behavioral therapy treatments available 24/7.
- Certified Personal Coaching: Work towards your goals with a certified coach who specializes in your areas of focus. All Rocketeers will have access to unlimited texting with your coach, as well as six video sessions per year.
- Licensed Therapy: If you need clinical care, access a network of therapists for in-person or video visits. You will have access to up to six personal sessions.

The service is completely confidential for you and your dependents. You'll need to register using your Rocket email address – this is needed only to determine your eligibility. You'll have the option to change your email address and contact information directly in the app.

You'll have access to sign up to Modern Health 2 weeks after your hire date.

Further Information

Further details of all the benefits can be obtained from the Human Resources Department. The Benefits Program is regularly reviewed, and Rocket reserves the right to amend it from time to time. If you have any questions regarding this document, then please contact HR@RocketSoftware.com