

ZS Associates – Compensation Annexure Confidential - For College Training and Placement team use only

Cash component	9,00,000	ZS Gross		
	100,000	Joining Bonus		
	75,000	Relocation allowance		
	18,000	Broadband		
	90,000	Performance bonus up to 10% of ZS gross		
	150,000	12 th month payout of ELRP ¹		
	21,600	Provident Fund		
	66,000	Meal Allowance		
	17,000	Gratuity (payable on completing 5 years of continuous service with ZS Ind Pvt Ltd as per the payment of gratuity act 1972)		
Estimated 1 st year earning potential (without Gratuity)	14,20,600			
Non-Cash Benefits (Amounts are indicative of what you are entitled for or ZS would undertake as cost) ²	400,000	Group Medical Insurance. Employee can nominate up to 5 dependent family members		
	1,000,000	Accidental Policy – sum assured		
	25,50,000	Life Insurance Cover - 3 times of your annual gross salary		
	5,000	Outpatient Department (OPD) expense coverage		
	5,000	Executive health Check Ups - Annual Executive Health Check-up facility through a leading hospital chain for all employees and their spouses		
	 Leaves: 25 days of vacation per calendar year and up to 7 days of sick leave on Pro-rata basis; paternity leaves up to 10 weeks 			
	 Day care reimbursement (for women ZSers): INR 7000 monthly, for children aged 0- 			
	12months and INR 4000 monthly, for children aged 13 months to 4 years			
	Local Transportation: A shared pickup/drop from residence to office for all employees residing within defined zones			
	 Advance toward Home Deposit: An interest-free advance up to INR 75,000 against lease agreement, recovered over a period of 06 months through payroll 			
	 Upon your arrival, ZS will provide up to 2 weeks (14 days) of temporary guest house accommodation on a twin sharing basis. ZS will directly pay the guest house 			
	 Professional Development Coaching: Every ZSers gets a Professional Development Coach assigned who will continue to invest, partner and support throughout the ZSer's journey in the firm 			
	 Empaneled doctor to consult available 24*7 for ZSer and immediate family members 			
	 Gymnasium facility available in office premises (Delhi, Pune) free of cost with a trainer 			
	Sessions run by experts for physical wellbeing, taking care of one's health, nutrition, ergonomics			
	 Employee Assistance Program providing counselling support by experts for self and family 			

ELRP1: As you get to the subsequent years in ZS, apart from the above-mentioned cash and non-cash benefits, you will be entitled for a confirmed bonus under the Emerging Leader's Rewards Program (ELRP). ZS values the long-term contribution of our people towards the organization and the expertise they build along. In recognition of this, ZS offers an additional reward to our 'Emerging Leaders' for staying on and building their careers with us. This reward, if paid in its entirety is INR 900,000 and will be paid out across the 12th, 24th, 36th and 48th months of completion with ZS. If you choose to leave ZS within 6 months of receiving any of the ELRP payouts, you will be expected to pay back the last payout in its entirety.

Pay-out months	On completion of 12 months	On completion of 24 months	On completion of 36 months	On completion of 48 months	Total = 9,00,000
	INR 1,50,000	INR 1,50,000	INR 2,50,000	INR 3,50,000	

Note: Your ZS gross will also be appraised and the same will have a resultant effect on your performance bonus as you get to year two and subsequently in the following years.

Disclaimer- All related amounts of Non-Cash Benefits (including Group Medical Insurance, Accidental Policy, Life

Insurance Cover and Executive Health Checkups) are subjected to annual update at complete discretion of ZS Associates India Private Limited.

Gratuity: Once you complete five years of continuous service, ZS will pay 15 days' salary for every completed year of service at the time of retirement or separation. The maximum amount payable is governed by the Gratuity Law.

Provident Fund: Provident Fund: When you begin employment with ZS, you will be enrolled in a Provident Fund account. The primary objective of this program is to provide long-term financial security for ZS employees, while reducing current tax exposure. As a participant, you will make 12% contributions on the first INR 15,000 of your monthly salary through payroll deduction; ZS makes a separate additional matching contribution to your account. You can opt for additional contributions to your Fund account through payroll deduction.