

Employee Benefits & Perks

Software House Name: *Nucleios*

Our company values its employees as its greatest asset. To ensure a healthy, motivated, and secure workforce, we offer a wide range of benefits designed to support your professional growth, financial stability, and overall well-being.

1. Health & Wellness Benefits

Health Insurance

- Comprehensive medical insurance coverage for employees after confirmation (probation completion).
- Includes hospitalization, surgical, and emergency coverage.
- Family coverage (spouse and children) is available under the company's group insurance plan.
- Annual medical check-ups are partially reimbursed.

Mental Health & Counseling

- Access to mental wellness programs and professional counseling sessions.
- Periodic stress management and work-life balance workshops.

Vaccination & Preventive Health

- Company-sponsored flu shots and preventive healthcare drives.
- Medical expense reimbursements for minor illnesses (as per policy cap).

2. Financial & Security Benefits

Provident Fund

- The company contributes an equal amount to the employee's provident fund every month (e.g., 10% of basic salary).
- Withdrawable upon resignation, termination, or retirement in accordance with policy and government laws.

Gratuity / End-of-Service Benefit

- Employees completing five or more years of continuous service are entitled to gratuity as per company and labor laws.

Performance Bonus

- Annual performance-based bonuses for employees achieving or exceeding KPIs.
- Project completion bonuses may be offered for key milestones.

Discounts & Allowances

- Employee discounts on company software products or partner services.
- Occasional vouchers or gift cards on special occasions (Eid, New Year, etc.).

3. Work-Life Balance Perks

Flexible Working Hours

- Employees may choose flexible start and end times, with management approval.
- Hybrid or remote work options available based on project and performance.

Work From Home Allowance

- Employees working remotely may receive allowances for internet or equipment (as per management approval).

Paid Time Off & Holidays

- Paid annual, sick, and casual leaves as mentioned in the leave policy.
- Additional company holidays around major national or religious events.

4. Learning & Growth Opportunities

Professional Development

- Access to online learning platforms (e.g., Coursera, Udemy, or internal LMS).
- Sponsorships for certifications, workshops, or professional training relevant to the employee's role.

Mentorship & Career Pathing

- Every employee is paired with a senior mentor for career growth and performance guidance.
- Regular technical talks, hackathons, and innovation sessions.

5. Recreational & Lifestyle Benefits

Club Memberships & Fitness

- Subsidized memberships at local gyms or sports clubs.
- Participation in inter-company sports tournaments and events.

Cafeteria & Snacks

- Complimentary tea, coffee, and refreshments available daily.
- Monthly team lunches or celebrations sponsored by the company.

Team Building Activities

- Annual company retreat or trip.
- Quarterly team-building events, movie nights, and gaming sessions.

6. Employee Recognition Programs

Awards & Acknowledgments

- Employee of the Month/Quarter awards for outstanding contributors.
- Spot bonuses and appreciation certificates for exemplary performance.

Celebrations & Milestones

- Birthday and work anniversary celebrations.
- Recognition for completing service milestones (e.g., 3, 5, 10 years).

7. Additional Benefits

Equipment & Internet Reimbursements

- High-performance laptop or workstation provided by the company.
- Internet bill reimbursements for eligible remote employees.

Transport & Parking

- Free or subsidized parking for employees.
- Pick-and-drop facility available on specific routes (subject to availability).

Safe & Inclusive Workspace

- Gender-equal, harassment-free environment.
- Prayer area and relaxation zones within the office premises.

8. Future Benefit Enhancements

The company continuously reviews its compensation and benefits programs. Additional perks such as stock options, profit sharing, or international training sponsorships may be introduced as the company grows.