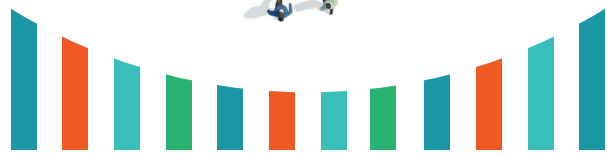


World-Class Benefits for a World-Class Team



Chetu

World-Class Software Solutions

We take care of our team, because it takes care of us. As a member of the Chetu team, you are part of a large family. You can personalize these benefits to cater to your personal situation. The following are some of the many benefits offered by Chetu. To get more details, please contact our Benefits Administration team.





Health Insurance for Your Entire Family

Taking care of your loved ones is what you work hard for. We recognize that the health of your family is the most important thing on your mind. We offload that burden by providing fully paid health insurance for your entire family.

Chetu Pays

- 100% Health Insurance of your family (spouse + 2 kids)
- 50% Health Insurance for your Parents



Skills Enhancements

We strive to provide ample growth opportunities to our team members and actively invest in their success. So, once in a while, if a person is not performing well, we have a separate program called "Prayas" to help address these concerns. Under this program the non-performer is given separate personalized training to help them improve and get better. We give them room and chances to get back on track.

Additionally, we also have a skill growth program that helps team members advance their current skill set. Under this program, team members can grow their technical skills and even change to a new technology. Aside from the training, we also reward team members with additional bonuses upon successful completion and adoption of their new skills. If you are motivated to get certified, we fully reimburse you for certain certifications.



Fast-Track Growth – Six-Month Appraisals

We have a unique benefit which is unheard of in the industry called "six-month appraisals." This means that you will get a raise every six months. The raises are pretty good too. Of course, this is performance-based, but even an average person gets a good raise. The six-month raises means double the growth rate for your career, both professionally and financially.



Swift Promotions and Growth

For promotions into higher-level positions, it is our belief and policy to our own team members rather than hiring from outside. This opens doors for our talented members to grow into higher roles quicker and faster. Chetu provides opportunities for its members to take both permanent and temporary on-site assignments at any of our Global locations outside India.



Paid Vacations and Time Off (Sick Days and Flex Days)

Our team members enjoy sick days and flexible time off that you can avail at any time.

In addition, depending on your tenure, you accrue between 2 weeks to 5 weeks of paid vacations each year. Such vacations roll-over from one year to another.



Housing – Subsidized Housing

We even help pay for your housing expenses. Should you rent, lease or stay as a Paying Guest at a place of your choice which is near one of our campuses, we will pay 50% of such expenses up to ₹2000/- per month.

Chetu Pays

50% of your rental costs up to ₹2000/- per month.



Transportation – Door-to-Door Cab

For the convenience and safety of our team, we offer door-to-door cab pickup and dropoff facilities. In addition, we pay for a portion of such facility.

Chetu Pays

- 100% - Free drop off within 2 Km. of our office locations
- 50% - of the cost of your transportation outside the 2 Km. radius.



Gratuity Bonus

Gratuity Bonus is a social benefit provided to our team members in compliance with governmental guidelines. To avail this benefit you must complete 5 years with the company.

Chetu Pays

The total Gratuity amount calculated as follow:
{15 x your last drawn basic salary (Monthly) x Numbers of completed years of services} / 26.
The maximum amount is ₹10 lakhs.



Food – Subsidized Lunch and Dinner

Our state-of-the-art facilities are equipped with a relaxing zone within our cafeterias. Every day we serve our team with company-sponsored lunch and dinner. Better yet, it is all cashless and we pay 50% of your cost.

Chetu Pays

50% of your lunch and dinner costs.



Retirement Planning

We know you work hard to build your nest egg so that when you retire you have enough to have a secure lifestyle. There might be situations where you need to catch up and save more for your retirement. We provide full contribution into your EPF fund.

In addition, we also offer (at your option) Voluntary Provident Fund for you to catch up on your nest egg.

Chetu Pays

Employee Provident Fund – Maximum allowed by the Government of India.

You Pay

Voluntary Provident Fund (Optional)



In Case of Financial Turbulence – Interest-Free Loan

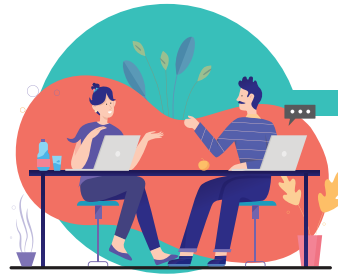
Sometimes events happen that may cause a financial strain on our team members, or they may be caught in a tough financial situation. To help our team, Chetu offers interest-free loans to its team members.



Extended Leaves

If one of our team members is undergoing a life-changing event and needs extended time off, Chetu offers them the convenience of long-term leaves (up to 3 months). During this period, Chetu guarantees their employment and continues select benefits including health insurance for the member and their family.

Extended leaves allow our members to not only handle such events but come back with rejuvenation and energy.



Employee Spouse Preference (ESP)

Chetu gives special preference to spouses of our team members. It is not just for any job, either. It's a program that allows spouses to be considered for equal or better jobs within our company. Spouses may need to go through proper recruitment and vetting processes, in addition to the Chetu-provided skills training, to help guide them into their appropriate position.



For the Unforeseen – Accidental Death & Disability (AD&D)

Should an unforeseen event happen, Chetu offers Accidental Death and Disability insurance so that your family gets the assistance it needs. This benefit is optional for the team member.



Charity on Your Behalf

Through its charitable arm, the Chetu Foundation, Chetu actively implements its corporate social responsibility (CSR). In addition to executing charitable activities on our own, depending on the type of charitable giving, we match our team members' donations to help the poor and needy.

Additional Perks

- Free Tea
- Free Coffee
- Free Juices
- Snacks for Longer Work Days
- Earn While You Learn – Win food coupons while you are also learning new technologies
- Hobby and Activity Clubs – Cricket, Football, Music, Zumba etc.
- Onsite Fitness club / Gym
- Monthly Health Check-Up
- Monthly Doctor Visit
- Monthly Yoga Classes
- Company-Paid Trips to Exotic Locations of Choice for Members of Top-Performing Teams