

Benefits at
devon

careers.devon.global



OUR PEOPLE-CENTRIC PRINCIPLES

We trust you will always do the ethical thing



*We believe in equal benefits for all.
Diversity, Equality, Inclusivity*



We will always have your back, especially in times of need



Our policies start with 'YOU', revolve around 'YOU'.



We provide you a flexible environment to grow and explore



IT'S ABOUT A GROWTH-FUELED JOURNEY.



Work Environment

Transparent Culture, Work-life Balance, Accelerated growth,



Salary

Base Pay, Variable Pay, Annual benefits, Rewards & Recognition



Learning & Development

Career Development, Learning Assistance, Ikigai Training, Monthly Engagements, Tech Talks, and much more



Benefits

Health & Wellness, Retirement Benefits, Leave Benefits, Flexible Benefits, Financial Benefits, and much more.



WE HAVE MEANINGFUL BENEFITS THAT DRIVE VALUE FOR YOU



Insurance Benefits

Health Insurance
Life Insurance



Work-Life Balance Support

Time away from Work
Leave utilization



Parental Support Benefits

Maternity Benefit Program
Paternity Benefit Program
Adoption Assistance Program



Wellness Program

Employee Assistance Program
Onsite Medical Center
Onsite Gym



Mobility Benefits

Relocation Benefits
Transfer Support Policy
Travel Policy



Retirement Benefits

Employee PF Contribution
Flexible PF Contribution
Gratuity & NPS



Other Benefits

Meal Allowance
Mobile & Broadband
Reimbursements
Concierge Services

Insurance Benefits

OUR PEOPLE-CENTRIC PRINCIPLES

Members Covered

Self + Spouse + 2 Dependent Children Parents or Parents-in-law (can be covered at an additional premium)

Upgrade your Insurance

Top up your health insurance policy by opting for separate policy offered by our insurance vendor

Newborn baby

Newborn baby is covered from Day 1

Sum Insured & Top-up

Base insurance coverage at INR 3 Lacs with an option to purchase top-up up to 5 Lac

Dedicated Help-desk

24/7 assistance and support for claim management

Covid treatment

Covid home care treatment is covered upto 15000 INR as a family floater



LIFE INSURANCE

Our comprehensive life insurance policy ensures the sum insured is paid to your nominee/beneficiary in any unfortunate event



Coverage of
20 lakhs in case
of death



All
employees
are covered



Work-Life
Balance
Support

TIME AWAY FROM WORK

Our comprehensive annual leave policy gives you ample time away from work

15 ANNUAL LEAVE
days

12 CASUAL/SICK LEAVE
days

12 DECLARED HOLIDAYS
days

5 PATERNITY LEAVE
days

6 MATERNITY LEAVE
months

3 BEREAVEMENT LEAVE
days

1 MARRIAGE LEAVE
day

ADDITIONAL TIME OFF
Covid/Pandemic support

You are allowed to carry forward up to **10 days of annual leave** at the end of every calendar year & **unlimited leave encashment**.



Parental Support Benefits

MATERNITY BENEFIT PROGRAM

-
- 1** 6 months of leave– all with full pay
 - 2** Priority Transport facility for pregnant women employees.
 - 3** Extended Maternity Leaves - Unpaid leave up to 3 months. Assured Continuity on the job!
 - 4** Maternity Insurance Claim (INR 50,000 for normal delivery, INR 75,000 for C-section)
 - 5** Celebrate Joy (Gift Box worth INR 3,500)
 - 6** Counselor support on parenting, work-life balance.
-



PATERNITY BENEFIT PROGRAM

1

Can be availed up to 5 days within the first month after your baby's birth)

2

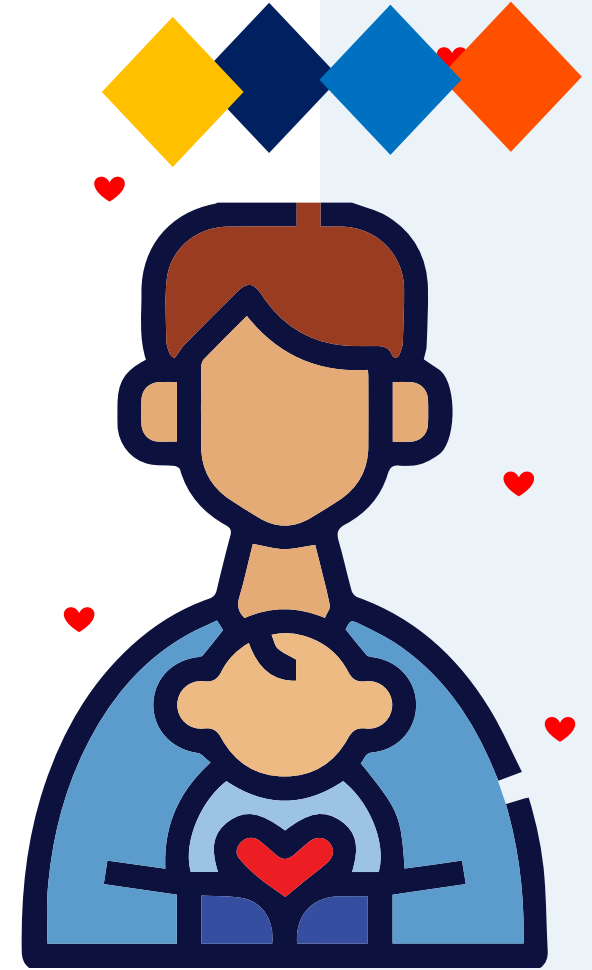
Maternity Claim (INR 50,000 for normal delivery, INR 75,000 for C-section)

3

Celebrate Joy (Gift Box worth INR 3,500)

4

Counselling on parenting, childcare, work-life balance, and more!



ADOPTION ASSISTANCE PROGRAM

1

Accelerator Women

When you adopt a child, you can avail 3 months paid leave

2

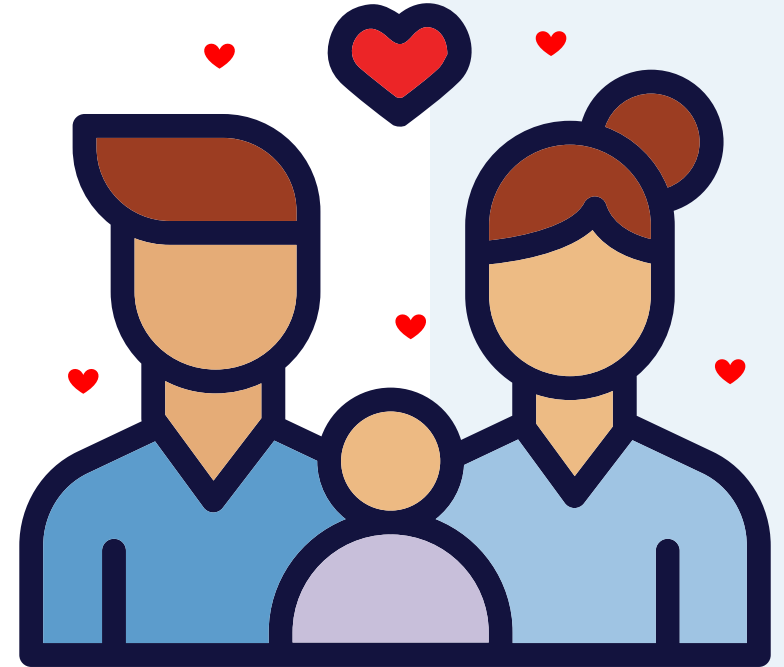
Accelerator Men

You can avail up to 5 days of paid leave

3

Both

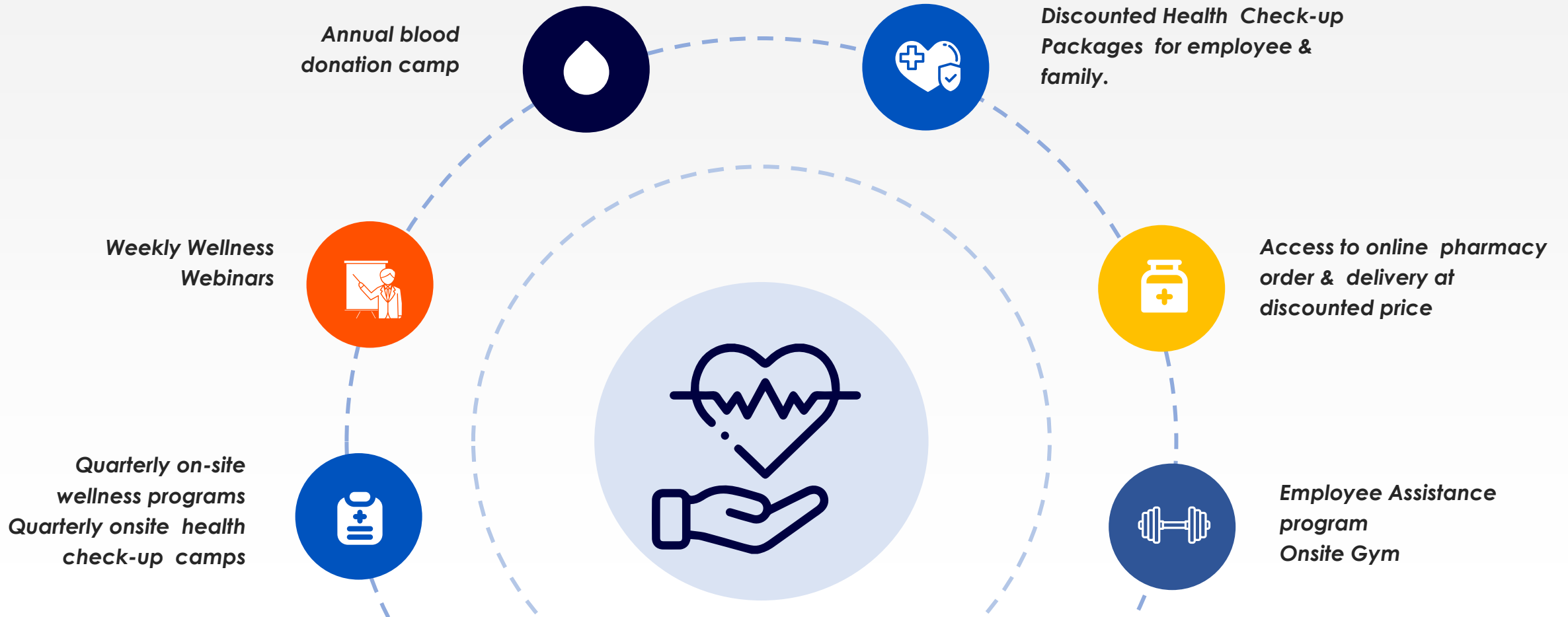
A one time adoption allowance of INR 50,000



Wellness Programs

WELLNESS PROGRAM

Designed to assist your personal health and well-being, our wellness program offers a variety of benefits....



FAMILY ASSISTANCE PROGRAM

As an Accelerator, you are covered by the Family Assistance Program, which provides you free consultation for work, life, family matters and much more.

Expert and Confidential Counselling Service:

- **Counsellor support**
- **Parenting expert**
- **Finance/Tax Consultant**
- **Nutrition Expert**
- **Mother care**



Mobility Benefits

RELOCATION POLICY

In the event of a relocation, we support you in ensuring a hassle-free relocation



Comprehensive relocation program

Covering household goods packing, moving, unpacking, airport pick-up and welcome



Local accommodation

Hotel charges for temporary stay



Travel entitlement

Employee + immediate family including spouse, children, parents or parents-in-law



Retirement Benefits

YOUR PF CONTRIBUTION AND OPTIONS

You also make a matching contribution towards the same. The amount will be deducted from your monthly base pay



Accelerators have the flexibility to opt-in to contribute 12% of your basic salary as Flexi PF contribution once through the year



As an Accelerator, you receive a contribution of INR 1800 per month from Devon towards your PF, fully exempt from tax. The amount forms part of your total base pay



Accelerators have an option to declare greater than 12% of their basic salary as Voluntary PF contribution anytime through the year. This will be a deduction from your monthly take-home salary. There will be no matching employer contribution



GRATUITY AND NATIONAL PENSION SCHEME (NPS)

As an Accelerator, you are eligible for gratuity on completion of 5 years of continuous service

As an Accelerator, if you do decide to leave us, you receive gratuity. The gratuity payable to you is equal to 15 days of monthly basic salary for each year of continuous service

Accelerators can make NPS contributions through Devon as a monthly deductions from their payroll, with a flexibility of 5% or 10% of their basic salary, completely tax free



Other Benefits

MOBILE AND BROADBAND REIMBURSEMENT POLICY

You are eligible to reimburse your phone and broadband bills.

A combination of mobile and broadband reimbursement up to 2200 INR can be reimbursed.



LEARNING & DEVELOPMENT

- Learning Budget is allocated for each Accelerator
- Unlimited learning points could be earned through blogging/content creation and could be spent on more learning (trainings/certifications)
- Exposure to speak in webinars and internal knowledge sharing sessions
- Inhouse Training for free – Agile & Devops training
- Inhouse library



REWARDS & RECOGNITIONS

- **Sprintly Reward Program (team & individual)** – Devon Value Award, Entrepreneur of the sprint, Demo rating award, etc.
- **Annual awards** - The Annual Awards are given each year to recognize exceptional individuals who collectively make Devon better. They embody what DevOn stands for and are an inspiration to the whole organization.
- **Loyalty (long service) rewards** – The anniversary awards is an opportunity to recognize an employee's tenure with Devon.

Years of experience	Reward
5 years	50,000 INR
7.5 years	75,000 INR
10 years	1,00,000 INR
15 years	1,50,000 INR
20 years	2,00,000 INR



INNOVATION OF THE QUARTER

- This is a quarterly meeting organized where all the members of Devon and other group companies participate to showcase their innovation.
- The prize money for the innovation challenge is 2,500 Euros for every quarter
- **Various topics showcased during the session are:**
 - Agile HR
 - Toolkit for agile coaches and scrum masters
 - BOT ++ model
 - Agile Product Management
 - Enterprise DevOps Capability Model 2.0
 - Modern data platform, and so on.



FOOD & BEVERAGES BENEFIT

Keep your stomach full to increase your intellectual appetite...

- Meal Coupons
- All day binge on the house: Cookies/ Fruits/ Tea/ Coffee - all stocked for your delight.
- For those late work hours: Refuel with dinner of your choice reimbursable to a defined limit
- Beer on BSDs



FUN & ENTERTAINMENT

Work hard, Party harder...

- In house games & entertainment
- Table Tennis
- Foosball
- Carrom
- Fun @ Work - fun activities, talent show, celebrations, & parties
- Informal Clubs: driven by people of similar interests like Money Club, Earth Club, etc
- Meetups, Devon Summit
- Yearly Kick ON (annual day) celebration and party



REFERRAL BENEFITS

Attractive bonuses for employee referral

- Junior Level - INR 15,000
- Mid Level - INR 20,000
- Senior Level - INR 30,000

Refer a customer

- 250 Euros on one month completion



WORK FROM HOME

Year 2020 gave us the option to explore work from home concept at length. As much as we love to have our teams working in office together, your health and wellness is of utmost importance to us. We continued a complete work from home option for the whole of 2021 & we are planning to bring in the hybrid model of work culture going forward.



WE'VE GOT YOU COVERED!

To be an Accelerator, you must be motivated, talented, passionate, and creative. It's also about being a cheerful individual. As a result, we believe in looking after all aspects of your life. Our goal is for every Accelerator to be happier, more enriched, and fulfilled both at work and outside.



THANK YOU

PROPERTY RIGHTS

All intellectual property rights relating to the work on behalf of the partner (including copyright) belong to the partner. In the event that any intellectual property rights lie with DevOn, these must be transferred to the partner in advance.

CONFIDENTIALITY

DevOn will never publish the work/products which are made for the partner or make them known to the public. DevOn applies the ISO 27001 standard and is also ISO 27001 certified.