



BALANCING WORK AND LIFE

“All work and no play make Jack a dull boy.” We know the importance of a healthy work-life balance. We provide employees with an opportunity to get away from work for things that are important in life.

Leaves at GlobalLogic include

- 30 Leaves - 18 Earned and 6 Casual, 6 Sick leaves
- Compensatory off
- Hospitalization Leave up to 10 days.
- Relocation Leave of 2 days.
- 26 weeks of paid maternity leave.
- 5 days paternity leave
- 12 weeks of paid leave upon adoption

GO CITY HOPPING WITH US

With offices across India in Bangalore, Nagpur, Noida, Hyderabad & Gurugram GlobalLogic gives you an opportunity to work in multiple cities/Locations. Should you choose to move to a new city, we will make sure the move is comfortable.

The help provided includes:

- Cost of transportation of goods, travel tickets for self/spouse/children and interim accommodation.

Relocation benefits include onetime relocation allowance and financial support towards housing brokerage.





MAKING HAPPY MOMENTS HAPPIER

Apart from taking care of their well-being through various wellness initiatives, we @ GlobalLogic also aim for celebrating with the employees. Small and simple gestures, like annual gifts, birthday gifts and wedding gifts aim to make their happy moments happier

We celebrate your happiness with you, we reimburse upto Rs. 4000 towards the purchase of gift for your wedding.

We distribute a special Birthday gifts to all our employees on their birthday

WELLNESS AT WORK

Keep fit by exercising in the state-of-the art gym. In addition to gym, other facilities include

- Crèche facility in office campus
- Cafeteria and transport facility
- GL Club – Facility Recreation Space everywhere that has game tables, video consoles for celebrations and fun events.
- **Employee Assistance Program** - Team of qualified and experienced counseling psychologists to help cope with personal and/or work-related problems to help manage mental and emotional well-being.
- **Yoga and Meditation Sessions** - Desktop Meditation, Yoga with breathing exercises, meditation and poses proven to benefit mental and physical health
- Look for updates via wellness@globallogic.com





REALIZE YOUR DREAMS

- Home loan up to 5 lakhs on completion of 2 years with the company.
- Vehicle loan up to 1 lakh on completion of 2 year with the company.
- Half month salary advance twice in a financial year.
- Medical Exigency loan upto Rs. 1 lakh.
- Wedding Loan of Rs. 50 thousand after Completion of six months of service with the company
- Computer Loan of upto Rs 25 thousand

TAKING CARE OF THOSE WHO MATTER

Behind We are a strong believer of the fact that behind a happy and committed employee is a supportive family and at GlobalLogic, we are committed to ensure care of the family. The options we offer include

- Mediclaim coverage from 3 lakhs(upto Band 3) to 5 lakhs(Above Band 3) for you and your family
- Top up option for additional coverage upto Rs. 5 Lakhs and the premium to be borne by the employee
- Maternity coverage for normal & Caesarean delivery is Rs. 70,000
- Covers your spouse and 2 children and 3rd child, and dependent parents and also parent in-laws (at additional cost)





WE'VE GOT YOU COVERED

In addition to medical insurance, GL provides Accident Insurance which covers

- Against Permanent Total Disablement, Permanent Partial Disablement
- 100% capital sum assured in case of death
- Medical expenses up to Rs. 5000

In the case of Temporary Total Disablement, weekly benefit of 1% of sum insured subject to a minimum of Rs.

- 1,0000/ for 104 weeks

And there is a Term Insurance In case of death during employment tenure, the company pays employees dependents an insurance benefit with coverage amounts ranging from 10 Lacs to 75 Lacs.

YOUR PARTNER IN QUEST OF KNOWLEDGE

The learning never stops with GlobalLogic. To evolve, we need to learn continuously.

A GL Sparks: An exclusive program for GL freshers to make them project ready by providing them the right technology and soft skill training. We also have a dedicated Campus to Corporate Program to help freshers ease into the corporate world.

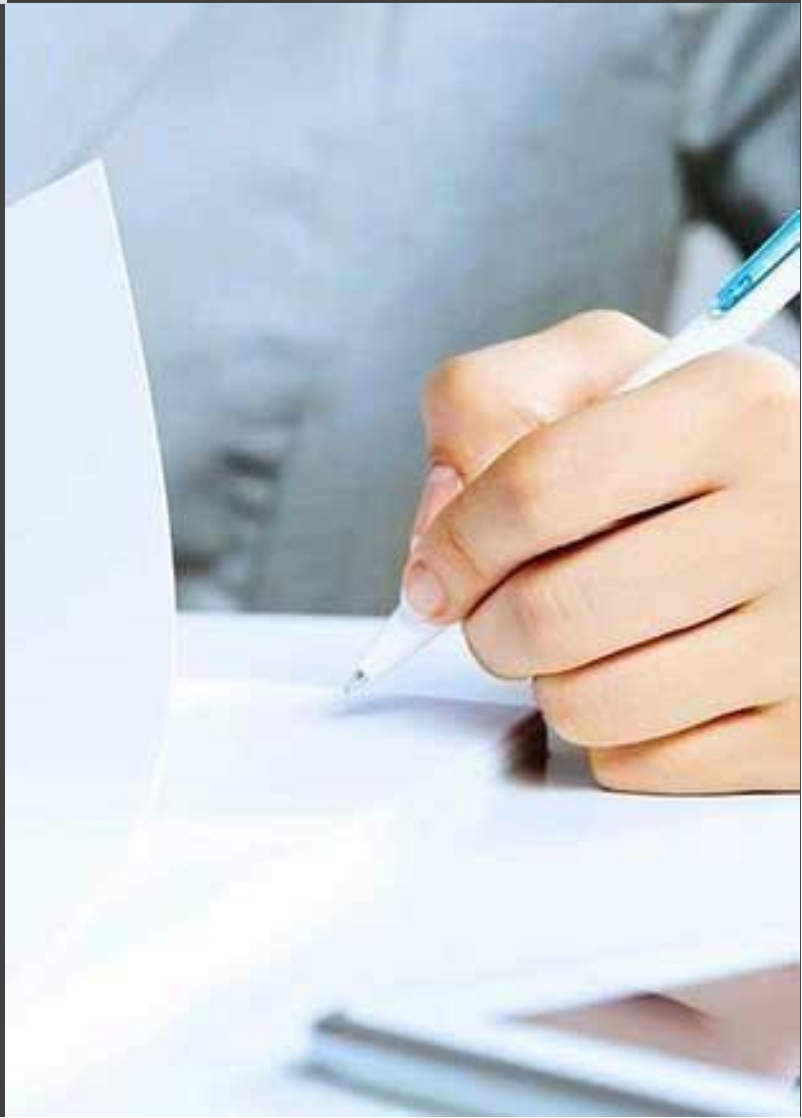
B Talent Review and Development

- **Communication Coaching:** High-Impact Communication Development Program formulated to strengthen the Language Skills & Communication of our Managers.
- **Internal Mentoring:** Mentoring Program conducted with the help of Internal Experts and Leaders to support further grooming and development of the Managers.
- **Executive Presence:** We do a high-end coaching program in order to bridge the competency gaps, to develop managerial and leadership competencies in our leaders.

- **Self-** Learnings programs via udemy portal

C Business and life coaching for leadership roles.

D Special module on stress release which has breathing and well-researched techniques to burst the stress.





STEP INTO THE LIMELIGHT

Employees are the heart of GlobalLogic culture, and we believe that a robust Rewards & Recognition program plays a crucial role in establishing a strong bond with the employees and in turn boosting employee morale. We believe that recognition is most effective and impactful, when it is done timely and is for specific contributions. For the same we have multiple platforms to acknowledge and recognize performance such as eminence and Appreciation toolkit.

The **Eminence Recognition Framework** which Recognize and Reward our top performers on multi-faceted parameters such as **Performance, Excellence, contribution to Learning initiatives**, Living the GlobalLogic Values, Corporate Citizenship, Innovation etc. The rewards include Trophy along with vouchers and company wide recognition via post on GLO and photographs on wall of fame.

Excellence Awards, Team Awards, Leadership Excellence Award

Spotlight of the month award confirms this belief and allows managers to appreciate their team members instantly for a special contribution over a short period.

The League of Extraordinaire @ GlobalLogic Our most prestigious award category, is an exclusive recognition forum to thank and reward the extraordinary Talent and their families for their extra mile support and contribution towards GlobalLogic success.

Kudos Recognition Drive is a platform to foster a culture of appreciation, and offering an opportunity to celebrate an Individual, Team and Organizational achievements.

BENEFITS FOR YOUR LIFE AFTER RETIREMENT

• National Pension Scheme

Contribution amount by an employee is up to 10% of the monthly basic Salary which is exempted from tax under section 80 CCD (2).

The minimum amount of contribution is R. 500 per month amounting to Rs.6, 000 during a fiscal year.





WOMEN WELFARE

We also have a policy of POSH (Prevention of Sexual Harassment) to ensure an environment free from sexual harassment as well as harassment on account of an individual's race, religious creed, color, national origin, citizenship, disability, marital status, age or sex.

Women Leadership Development Program:

The Program focuses on grooming and accrediting the women leaders to make them future-ready for taking on bigger roles and responsibilities.