

Star Performance Award Policy

Objectives:

- 1) The very objective of incentive is to recognize and rewards outstanding and or exceptional performance of employees.
- 2) Motivate them to be a differentiator.
- 3) Differentiate between a Performer & a Non-Performer.

Eligibility Criteria:

Employees who have completed minimum one year of service and has consistently exceeded expectations of all the stake holders (Superior, subordinates, peers, clients & suppliers, if any) will qualify and attract such award. Maximum 2 employees from each department. One Male & One female. This is to limit the number and gender. The goal is to give to the best.

Besides the HOD / Partner, HR and Senior Partner will also have to agree, accept the nomination. Therefore a committee of 3 members will finalize.

This incentive cannot be claimed as a matter of right.

Evaluation Criteria:-

The evaluation criteria will be purely performance on the parameters enumerated below:-

- 1) Performance feedback from the stakeholders,
- 2) Team Dynamics, (Team Player, Leader, Visionary, Persuasive, etc.)
- 3) Communication & inter-personal,
- 4) Leadership Potential,
- 5) Meet deadlines,
- 6) Technical Skills like :- Subject Matter Expertise, Knowledge, I T Skills
- 7) Soft Skills

When Payable:

Payable in April and October along with salary each year.

Effective Date:-

The policy comes in to effect from 01.04.2018.

Partner

