



# Accord Synergy Ltd

Eff. Date

28-02-2017

## Compensation and Benefits Policy

To provide a uniform, stable and reasonable competitive compensation structure for all employees.

To rationalize the compensation policy, positions are classified as below:

Grade	Designation Structures	Pay Structure per Months
M11	M.D, C.O.O, President, Sr. V.P, V.P	Up to 6 Lakhs
M10	Sr. General Manager	Up to 4 Lakhs
M9	General Manager	Up to 3 Lakhs
M8	Dy. General Manager	Up to 3 Lakhs
M7	Sr. Manager/Delivery Head	Up to 2 Lakhs
M6	Manager/Line Manager	Up to 1 Lakhs
M5	Coordinators/Sr. Executives	Up to 30000
M4	Executive/Sr. Engineer	Up to 30000
M3	Engineer	Up to 25000
M2	Trainee's(engineers/managers)	Up to 20000
M1	Rigger/Technician/Executive/Admin	Up to 18000

### House Rent Allowance:

Employees will be provided House Rent Allowance upto 40% of Basic Pay.

### Conveyance Allowance:

A maximum of Rs. 1600 will be provided to the employees in a month after approval from respective department head.

### Medical Allowance:

Rs. 1250/month would be provided to the employees as medical allowance.

