

Confidential - For College training and placement team use only

Annexure

ZS offers annual compensation of INR 598,000 plus a performance bonus of up to INR 55,000 and an array of benefits.

In addition to the above, ZSers are also rewarded through **ELRP (Emerging Leaders Reward Program)** for an amount of INR 300,000 (details below).

Students must go through the compensation break up in detail to understand each of the components and in the process and should not consider the entire amount mentioned in the table below as “in hand” salary. More details will be shared during pre-placement talk and students can clear their doubts, if any.

Annual Cash Components (up to a maximum of...)		653,000
Break Up		
Fixed compensation		568,000
Performance Bonus upto		55,000
Relocation Allowance (One time)		30,000

Apart from the monetary emoluments, ZS also offers a series of convenience and wellness benefits. These includes meals (breakfast, lunch, dinner and snacks served in office on all working days); medical, life & accident insurance; annual executive health checkup and many more.

ELRP - ZS values the long-term contribution of our people towards the organization and the expertise they build along. In recognition of this, ZS offers an additional reward to our ‘Emerging Leaders’ for staying on and building their careers with us. This reward, if paid in its entirety is INR 300,000. The payment cycle starts from the two year completion mark till they complete four and a half years.

Tenure in Months							Total = 300000
Payouts	24	30	36	42	48	54	
	40000	40000	50000	50000	60000	60000	