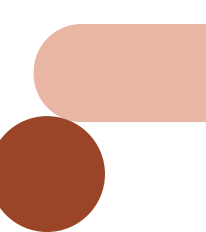




PERKfect Guide

Here's Everything You Need to Thrive 🚀



We're excited to have you on this *journey!*

At CleverTap, we're revolutionizing how brands connect with users through our **all-in-one customer engagement platform**. Powered by data, Agentic AI, and smart tech, we help deliver personalized, real-time experiences at scale.

Just as we innovate on the outside, we're equally committed to fostering a **supportive, inclusive, and high-energy culture** within.

That means **YOU**, your well-being, your growth, your goals.

This **PERK**fect guide is your go-to for all the amazing benefits and perks that comes with being a CTzen.

Read on, explore, and get excited – your CleverTap journey is just beginning, and it's going to be *epic!* 



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CTzen Wellness

We care about YOU & your FAMILY.

Your overall wellbeing is the foundation. Whether it's your physical, emotional & mental health, or just the need to feel supported - *we got your back!*

Total Health Coverage



Group Health Insurance I

1. Coverage upto ₹5 Lakhs
2. Additional top-up
3. Covers spouse, 2 kids & parents/parents - in - law



Group Health Insurance II

Bereavement Surgery, Robotic Surgery, Emergency Air Ambulance, Bariatric Surgery etc.



Free Full-body Health Checkup

Discounted meds, Health checkups, Gym membership etc.



Maternity Coverage

1. Normal delivery - ₹ 1 Lakh
2. C-Section - ₹ 1.25 Lakhs
3. Infertility Support - ₹ 1.25 Lakhs
4. MAMILY Programme



OPD Wellness

1. ₹ 20,000 per family
2. Includes Dental, Vision care, Radiology etc

and many more benefits...

Life & Accident Cover



Group Personal Accident Insurance

Sum Insured: 3 times of Annual CTC

1. Total & Partial Disability: Support in case of permanent or partial impairment.
2. Temporary Disability: Coverage during recovery from an accident.
3. Children's Education: Financial assistance for child's education in case of an unfortunate event.



Group Term Life Insurance

Sum Insured: 3 times of Annual CTC

Causes: Natural or Accidental death, whether we are at work or weekly off or on any kind of leave in India or travelling abroad.



Wellbeing Program

- **Employee Assistance Program (EAP):** Whether we are working through a transition, juggling responsibilities, or simply feeling stuck, having the right support can make all the difference. Our EAP platforms are here to be that support - no judgment, no pressure, fully confidential, just help - when we need it.
- **Fun fitness challenges** to keep your mind and body in sync and company-wide wellness webinars.



Time Off & Flexibility

Work **HARD**, Rest **HARDER**.

We know rest fuels brilliance. Our policies are designed to give you space to recharge, reset, and *come back stronger*. Because boundaries and balance matter here.

24 DAYS

Personal Leaves
2 credited every month

09 DAYS ^{+2 Optional Holidays}

Public Holidays

26 WEEKS

Maternity Leave
+12 Unpaid weeks, if required

10 DAYS

Paternity Leave
Within 3 months of child birth

10 DAYS

Bereavement Leaves
Immediate family member

02 MONTHS

Sabbatical Leave
Unpaid, after 5 years with us

01 DAY

Menstrual Leave per month

Total Rewards

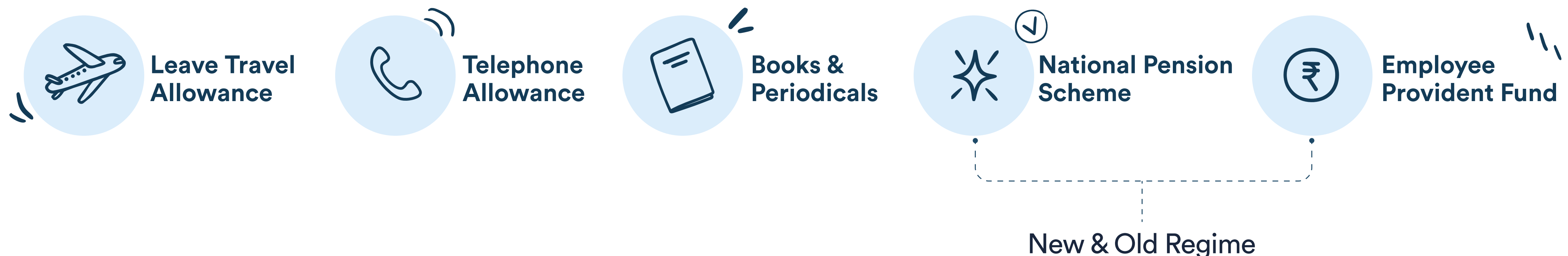
From SALARIES to SHOUT-OUTS : value beyond the payslip.

Whether you're saving, learning, or just celebrating a big win – CleverTap has *a benefit for that!*

Employee Stock Option Plan (ESOP)

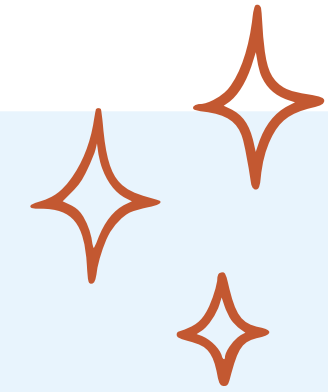
You're not just working for CleverTap - you're building it with us. And we believe that when we win, you should win too. That's why our Employee Stock Option Plan (ESOP) is designed to go beyond compensation that gives you the opportunity to own a real stake in our success, building long-term wealth as we grow together.

Flexi Pay



Financial Wellness & Rewards

Salary Advance Policy: Need a little extra support before payday? Our Salary Advance Policy allows CTzens to request their salary in advance.



Gratuity: Paid as per Payment of Gratuity Act, 1972.

CTzens' Laudable Achievement Program (CLAP): Celebrates CTzen achievements and excellence across all locations, levels and departments.

Employee Referral Program: Turn talent into treasure with a referral bonus, based on the role level. Check with our Talent Acquisition Team for more details.

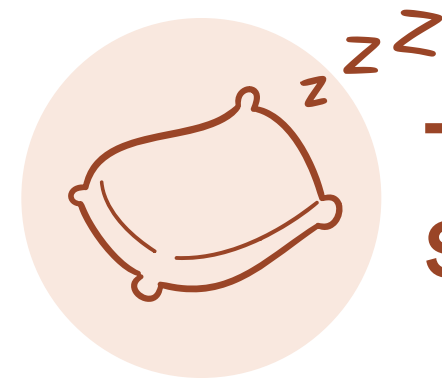


Relocation Assistance

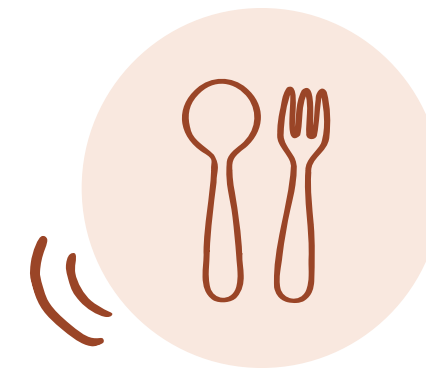
Moving is exciting (and sometimes a little chaotic). That's why we make sure your relocation is smooth, stress-free, and fully supported. We offer comprehensive relocation assistance, including:



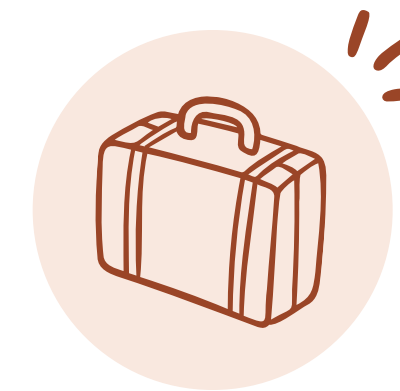
**One-way
Air Fare**



**Temporary
Stay Expense**



**Reimbursement
for Meals**



**Relocation
of Goods**

New City


New Job

New Beginnings

We'll Make It Seamless

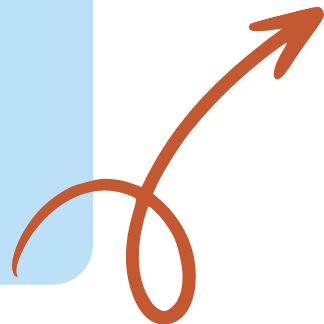
Learn, Lead, Level Up

You're here because you have *potential*. We're here to help you unlock it.



Upskill: Choose a course/certification based on your learning needs or as recommended by your manager to support your learning.

Internal Career Mobility: Explore and move into new roles within CleverTap that align better with your long-term aspirations. Your journey, your call!



Culture & Fun: Not Just Buzzwords

We don't just work together - we CELEBRATE, PLAY, and CONNECT.

Whether it's games in the breakroom or dancing at our Diwali bash, there's always *something* happening that brings us together.



Play Zones to De-stress



Team Bonding Events



Festival Fun



Year-end Gifts

Perks with Purpose

- Swag Box with CT gear, goodies & welcome vibes
- Free Uber ride on first day
- Free breakfast & lunch (yes, really!)
- Refreshments all day

GLEE

- Celebrating special moments, milestones & events like Birthday, Work Anniversary, Wedding, Wedding Anniversary, Child Birth, Kid's Birthdays, First Two-Wheeler, First Car & First House!

At CleverTap, you're not just joining a company - you're joining a *culture!*
We're here to **cheer you on, challenge you, and celebrate you.**

Let's build, grow, and win - together.

Let's Get
Clever!

