



**Professional Services for Benchmarking of Compensation
and Pay range design**

Request for Proposal (RFP)

Corrigendum # 1

(December 03, 2025)

RFP: ReBIT/CPO/2025-26/PR435/623/082

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Following are the changes / clarification in the RFP terms. All the bidders are requested to refer the "Addendum / Revised Terms" column as below:

RFP Page #	Clause No. & Heading	Existing Clause	Corrigendum/Addendum / Revised Terms
13	Section II: Scope of work and key deliverables, Point 3. Timeline	Upon the award of this Proposal, all work relating to a compensation study, Benefits benchmarking and Pay Range Design and recommendations of appropriate ranges shall be completed within 3 weeks from the PO issuance/executed contract.	Read as – Upon the award of this Proposal, all work relating to a compensation study and Pay Range Design and recommendations of appropriate ranges shall be completed within 3-4 weeks from the PO issuance/executed contract.
40	Annexure K: Technical Evaluation Scoring Matrix, Point 1	Relevant Experience (in Years) in the BFSI/Technology Organization or others with similar experience in 1. Compensation Benchmarking 2. Pay design Scoring Logic 5-10 Years – 10 Marks 11-15 years-15 Marks > 15 years - 20 Marks	Read as- Scoring Logic 7-10 Years – 10 Marks 11-15 years-15 Marks > 15 years - 20 Marks
40	Annexure K: Technical Evaluation Scoring Matrix, Point 5	bidder has to provide feedback of active client (Min 3 client feedback required)	Refer format- “Annexure J – Customer feedback References” as mentioned below
3	Scope Of Work	Could you please confirm the timeline for the pay range design, considering that compensation benchmarking (including job matching) typically takes around two weeks, followed by one week for analysis and report finalization?	Total Timeline for Compensation Benchmarking and Pay Range design - 3 to 4 weeks.
13	Section II: Scope of work and key deliverables, Point 1. Compensation benchmarking	Kindly share an indicative list of roles to be considered for compensation benchmarking.	Refer format- “Annexure P – List of sample roles” as mentioned below
-	-	-	Annexure Q: Escalation Matrix added

Annexure P: List of sample roles

The below listed are sample roles. There will be additional across multiple levels and skill sets.

Engineer, Senior Engineer, Lead, - Java	Product Lead Business Analyst	Manager, Information Security Risk
Full Stack Developer	Product Senior Business Analyst	Manager, Network Security
Senior Software Architect	Product Business Analysts	Engineer, Senior Engineer, Lead Engineer - VAPT
Consultant - SAP	AVP - Products	SOC Specialist
Development Manager	Portfolio Manager - Products	Lead- SOC
Project Manager	Architect	Lead - Network Security
Senior Engineer - QA (Testing)	Senior Product Manager	Lead- Endpoint and Mobile Security
Devops Manager	Product Manager	Chief Manager-SOC
Business Analyst	Senior Auditor - Cyber Security	Lead- Malware and Forensic
VP-IT Delivery	Lead Auditor - Cyber Security	Senior Cyber Security Engineer
Vice President- Engineering & Platform	Senior Engineer, Lead Engineer – Incident Response	Lead - Cyber Security
CXO roles	Senior Engineer, Lead Engineer – Threat intelligence & Threat Hunter	Senior Architect - Cyber Security
Lead -IT Infra	Analyst, Senior analyst, Lead analyst, Manager- GRC	Manager-Cyber Security
Lead Business Analyst	Senior Engineer, Lead Engineer, Manager – Risk Assessment	Lead – Database Security
Data Scientist - Multiple levels	Senior Engineer, Lead Engineer, Manager – Security Engineering	Cyber Security Engineer
Data Engineer	Senior Engineer, Lead Engineer, Manager – SSDLC	
Engineer - Development (Multiple Technologies)	Senior Engineer, Lead Engineer - O365 Expert	

Annexure J: Customer Feedback Reference

Sr. No.	Customer/policy holder References Name	Contact person Name	Email I'd	Mobile No.
1				
2				
3				
4				
5				

Annexure Q: Escalation Matrix

Level	Name	Designation	Email I'd	Mobile No.
L1				
L2				
L3				
L4				
CEO/Head of Organization				

Bidder is required to share the Annexure J and Q on company's letter head.

Signature and Stamp of Company

Authorized Signatory (same as signing the proposal)

Name: Position:

Date:

Please read the aforesaid corrigendum # 1 along with the issued RFP document. All other terms and conditions which are not covered in this corrigendum, will be as per the original RFP # Professional Services for Benchmarking of Compensation and Pay range design # ReBIT/CPO/2025-26/PR435/623/082 dated November 25, 2025.



Professional Services for Benchmarking of Compensation and Pay range design

Request for Proposal (RFP)

Response to Pre-bid Queries

(December 03rd, 2025)

RFP: ReBIT/CPO/2025-26/PR435/623/082

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SR. No.	Clause No.	Page No.	Clause	Query	ReBIT Response
1	Section I: Bidding Process, Section 1.2 Objectives of the RFP	6	ReBIT is seeking proposals from qualified firms for benchmarking of compensation. The purpose of the project is to review ReBIT existing compensation and pay design as well as to conduct comprehensive market study to ensure that all positions within ReBIT are internally equitable and externally competitive. The end product of the study, as detailed under Scope of Work, will include a comprehensive report to be submitted to ReBIT with recommendations for the following: a wage comparison comparable with the public and alike private sector entities, a compensation plan based on that wage comparison and pay range design	Kindly confirm if Compensation Plan indicates design of Pay Structure with details on Basic Pay, Allowances (such as HRA, LTA, etc.), Retirals (PF, Gratuity, NPS) and Costed Benefits (Car benefits, Loans, Insurance etc.)	No. Design of Pay structure is not included

SR. No.	Clause No.	Page No.	Clause	Query	ReBIT Response
2	Section II: Scope of work and key deliverables, Point 1. Compensation benchmarking	13	Utilizing the market survey results and comparable job descriptions, the consultant shall complete the compensation benchmarking for 100 to 150 roles. This will involve the Job matching process and helping us choose the comparator basket. Percentiles to be reported - 10th, 25th, 40th , Median, 66th, 75th, 90th & Average and those mutually decided. Compa Ratio & Market Catch up analysis, Executive summary, and presentation to the leadership team and those mutually decided. The indicative comparator Baskets are as follows: Overall Software Services with a City wise focus for Mumbai, Bangalore, Hyderabad and Bhubaneswar Cyber Security & System Audit across companies, and particularly those identified by ReBIT Software Services across industries and BFSI in particular Software Products	Kindly share an indicative list of roles to be considered for compensation benchmarking. Regarding “Overall Software Services with a City wise focus for Mumbai, Bangalore, Hyderabad and Bhubaneswar”, kindly confirm which of the following cuts will be required: Separate Comparator Baskets for Mumbai, Bangalore, Hyderabad and Bhubaneswar Common Basket for Mumbai, Bangalore, Hyderabad and Bhubaneswar and City Wise Compensation Benchmarking Ranges Pan India data with cost of living adjustment related insights. Deloitte would suggest to go ahead with this option.	As per corrigendum 1, Sample Indicative role as mentioned in Annexure P 1. Separate Comparator Baskets for Mumbai, Bangalore, Hyderabad and Bhubaneswar covering all roles (4 comparator baskets). All roles will be mapped to these comparator baskets. 2. In addition to this we are looking at three additional comparator baskets as below a. Specific Comparator basket for Cyber security and audit roles b Specific comparator basket of Software Services across industries and BFSI in particular (for technology roles) c. Specific comparator basket of product companies (product roles)

SR. No.	Clause No.	Page No.	Clause	Query	ReBIT Response
3	Section II: Scope of work and key deliverables, Point 2. Pay Range Design	13	Pay Range design for all levels in the organisation based on grade and specialisation. This will also include the pay ranges to be used for recruitment and role progression/promotion.	Kindly confirm if pay ranges will be level-based or a combination of level-function.	Combination of Level and Function
4	Section II: Scope of work and key deliverables, Point 3. Timeline	13	Upon the award of this Proposal, all work relating to a compensation study, Benefits benchmarking and Pay Range Design and recommendations of appropriate ranges shall be completed within 3 weeks from the PO issuance/executed contract.	Benefits Benchmarking has not been indicated in any of the sections. Please clarify if this part of the scope. If yes, kindly share the list of policies to be covered (maximum of 8-10 benefits policies to be covered). Timelines have been mentioned as 3 weeks. Are these flexible and can be discussed once RFP is awarded to the Vendor?	As per corrigendum 1, Benefits Benchmarking is not part of the scope
5	Annexure F – Bidder's Details, Point 6	34	Experience (number of years / projects) in providing similar services. Attach relevant documents (PO / Feedback / experience certificate)	Kindly clarify whether this is experience of firm or project team. Kindly clarify the minimum number of years / projects for which experience proof needs to be provided. Is this the same as Annexure G, Point 5? In case of experience in similar projects can we submit engagement letters / completion certificates / purchase orders – any one of the above.	The experience is as that of the firm in this specific area.

SR. No.	Clause No.	Page No.	Clause	Query	ReBIT Response
6	Annexure F – Bidder’s Details, Point 7	34	Attached are the certified copies of original documents of firm/ company named in 1: GST Certificate Certificate of Incorporation Company Profile / Catalogue Clientele List (served / serving) along with feedback / experience certificate (if any) Document evidencing the person(s) duly authorised to commit on behalf of the Bidder or a Power of Attorney	We can provide clientele list where we have done relevant work. Deloitte being an audit partner will not be able to provide list of all clients. Kindly confirm if a list of current / past clients on Deloitte letterhead will suffice. Kindly confirm the supporting documents required for Company Profile / Catalogue.	Bidders need to submit clientele list of relevant work delivered on company letterhead and other documents as requested in RFP.
7	Annexure K: Technical Evaluation Scoring Matrix, Point 1	40	Relevant Experience (in Years) in the BFSI/Technology Organisation or others with similar experience in 1. Compensation Benchmarking 2. Pay design	As per Annexure G: Minimum Eligibility Criteria, point 5, “Bidder should have experience of compensation benchmarking similar in size for at least Seven [7] years.” As per the scoring criteria, “experience > 15 years - 20 Marks”. In our view, Compensation Benchmarking results change every year and the results change substantially every 2-3 years. Hence this criteria can be replaced with number of relevant peers the vendor has engaged with in IT Services and BFSI sectors.	As per corrigendum 1
8	Annexure K: Technical Evaluation Scoring Matrix, Point 5	40	bidder has to provide feedback of active client (Min 3 client feedback required)	Kindly share the format for client feedback. Would an EL and Invoice work, or is client mail required?	As per corrigendum 1, Annexure J – Customer feedback References

SR. No.	Clause No.	Page No.	Clause	Query	ReBIT Response
9	3	13	Scope Of Work	Please clarify whether benefit benchmarking is part of the scope of work. While it is mentioned within the timelines, it is not detailed in the scope, and we would appreciate confirmation.	As per corrigendum 1, Benefit benchmarking is not a part of the scope of work.
10	3	12	Scope of Work	Could you please confirm the timeline for the pay range design, considering that compensation benchmarking (including job matching) typically takes around two weeks, followed by one week for analysis and report finalization?	As per corrigendum 1 Total Timeline for Compensation Benchmarking and Pay Range design - 3 to 4 weeks
11	Annexure G: Minimum Eligibility Criteria	35	Bidder should have experience of compensation benchmarking similar in size for at least Seven [7] years.	To encourage broader participation and ensure inclusion of competent bidders, We request the client to consider the overall experience as 3 years and amend the clause as " Bidder should have experience of compensation benchmarking similar in size for more than 3 years"	As per corrigendum 1 and RFP terms.
12	Annexure K: Technical Evaluation Scoring Matrix	40	Relevant Experience (in Years) in the BFSI/Technology Organisation or others with similar experience in 1. Compensation Benchmarking. 2. Pay design 5-10 Years – 10 Marks 11-15 years-15 Marks > 15 years - 20 Marks	To encourage broader participation and ensure inclusion of competent bidders, We request the client to consider the below : 3-5 Years – 15 Marks 05-10 years-17 Marks > 10 years - 20 Marks	As per corrigendum 1 and RFP terms.
