



ATTACHMENT
STRICTLY CONFIDENTIAL

The break-up of your Annual Guaranteed Cash and Total Cost to Company (CTC) opportunity mentioned in your Invitation of Employment is given below (all figures are annual amounts in INR). These components are payable, subject to the rules and policies of Cerner, as per the Indian tax regulations. Cerner will deduct taxes at source as required by law and you will be responsible for your tax liabilities under applicable tax laws and regulations. Cerner reserves the right to vary, amend and modify any item of the salary package without adversely affecting the total compensation.

Basic Salary	40% of Annual Guaranteed Cash	3,50,000
House Rent Allowance	40% Basic Salary	1,40,000
* Special Allowance	Remainder	3,85,000
Annual Guaranteed Cash		8,75,000
CPP		0
Total Cash		8,75,000
Provident Fund	12% of Basic Salary	42,000
EDLIS	0.5% of Basic Salary (Max of Rs900)	900
Medical Insurance Premium	Per Family	29,953
Personal Accident Insurance	2 times Annual Guaranteed Cash	578
Life Insurance	3 times Annual Guaranteed Cash	1,352
Gratuity	15/26 of one month Basic Salary	16,827
Health & Wellness	Rs1,040 per month	12,480
Total CTC Opportunity		9,79,090

* Special allowance is the difference between the Annual Guaranteed Cash and the sum of all other annual salary components. This may be allocated towards your Flexible Benefit Plan Elections, which include: Leave Travel Allowance (LTA), Medical, Conveyance, Lunch Coupons (Sodexo), Children's Education and Children's Hostel