

This Employment Agreement (“**Agreement**”) is entered into on **[31st May 2021]** by and between **XYLEM WATER SOLUTIONS INDIA PRIVATE LIMITED**, a company incorporated under the Companies Act, 1956 and having its registered office at **INDIA** (hereinafter referred to as “**the Company**” which expression shall unless it be repugnant to the context or meaning thereof be deemed to mean and include its successors and assigns) of the FIRST PART.

AND

Mr. Bijoy Karmakar a resident of **[Orissa]** (hereinafter referred to as the “**Employee**”) of the SECOND PART. The Employee and the Company shall be collectively referred to as “**the Parties**” and individually as “**the Party**” **WHEREAS:**

- A. The Company is in the business of **Water Related Business** (“**the Business**”);
- B. The Employee has represented to the Company that the Employee has considerable expertise in the Business and has the necessary know how, experience and skill required to perform such duties and obligations as are more particularly setout herein below;
- C. Relying on the representations and covenants of the Employee, the Company is desirous of employing the Employee in the capacity as hereinafter stated, and the Employee is desirous of entering into the employment of the Company in such capacity for the period and on such terms and conditions as are set forth in the Employment Agreement and herein below.

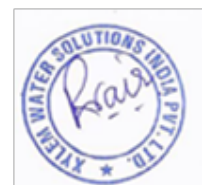
NOW, THEREFORE, in consideration of the covenants and agreements set forth below, it is hereby covenanted and agreed by the Company and the Employee as follows:

1. Employment Period:

- (a) On and subject to the terms and conditions contained in this Agreement, the Company hereby agrees to employ the Employee, and the Employee hereby agrees to be employed with the Company in the offered position (specified in Annexure hereto) or such other position as may from time to time be designated by the Company.
- (b) The appointment of the Employee shall be effective from **[1st September 2021]** (“Effective Date”) and shall continue until it is terminated by either Party pursuant to Paragraphs 6 or 1(c) (“Employment Period”) of this Agreement.
- (c) Probation Period:
He will be on Probation period of 6 months from date of joining. In the event that the Employee’s line supervisor(s) recommend early job confirmation, the supervisor(s) will make formal recommendation with proper confirmation appraisal to HR Department. There will be no early job confirmation below 3 months of service. During the period of probation, the Employee’s employment with the Company can be terminated by the Company by giving to the Employee a written notice of **[30]** days or payment in lieu thereof. The Employee can terminate his/her employment with the Company by giving **[30]** days prior written notice or payment in lieu thereof.
- (d) This appointment is based on the information given by the Employee to the Company and shall be considered null and void if a material error (in the Company’s opinion) is discovered in the same at any point of time.

2. Place of Employment:

The Employee’s principal place of employment during the Employment Period shall be **[Vadodara, India]**. Notwithstanding the above, the services of the Employee may be transferred to any department at any other place (whether existing or proposed) of the Company or of an entity in which the Company or an associate or affiliate of the Company is otherwise interested or associated.



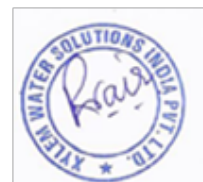
3. Performance of Duties:

The Employee shall devote the whole of his/her working time, attention and skill to the duties of his/her office and shall faithfully, efficiently, competently and diligently perform such duties and exercise such powers as may from time to time be assigned to or vested in him/ her and shall obey all directions given to him/her by or under the authority of the Company for such purpose, and use his/her best endeavors to promote and extend the Business of the Company and to protect and further the interests and reputation of the Company;

- (a) The Employee shall not, without the prior written consent of the Company:
 - i. Serve as or be a consultant to or employee, officer, agent or director of any company, partnership, body corporate or other entity other than Company; or
 - ii. Have any financial or ownership interest in any entity (whether by way of direct or indirect control over such entity or by way of equity participation in, or debt issue of, such entity), other than the Company, engaged in the same or similar business as that of the Business of the Company. Provided that the restrictions in this paragraph 3(b) (ii) shall not apply where such entity is a public listed company or where the total shareholding / ownership interest of the Employee in such entity is less than 5 percent of the equity of such entity or the outstanding debt issue of such entity.
- (b) The Employee may be required in pursuance of his/her duties hereunder to perform services not only for the Company but also for any associated company for so long as the Company reasonably requires and (without further remuneration, except as otherwise agreed) to accept such offices in any associated company as the Company may from time to time reasonably require, and the Employee shall carry out such duties as if they were duties to be performed by him/her on behalf of the Company and the obligations contained herein shall apply mutatis mutandis as if all references to the "Company" are references to such associated company.
- (c) The Employee shall at all times keep the Company promptly and fully informed (in writing if so requested) of his/ her conduct of the business or affairs of the Company or any associated company and provide such further information, written records and/or explanations as the Company may require.
- (d) The Employee may be required in pursuance of his/ her duties hereunder to travel and stay on a temporary basis outside his/her place of employment.
- (e) The Employee shall conform to such hours of work as may from time to time reasonably be required of him/her and shall not be entitled to receive any additional remuneration for work outside the normal working/ business hours.
- (f) The Employee shall give the Company such explanations, information, reports and assistance as the Company / Board may require in connection with the business of the Company
- (g) Any change of the Employee's duties and/or powers as an employee of the Company from time to time shall not result in, or be deemed to be, a modification of the terms of this Agreement.
- (h) The Employee shall adhere strictly to the Company's code of conduct as set out by the Company.
- (i) The Employee shall deal with the Company's money, material and documents with utmost honesty and professional ethics.

4. Compensation and leave:

- (a) Compensation: The basic monthly salary and other entitlements of the Employee have been listed in the Annexure hereto.



- (b) The house rent allowance shall be payable together with the basic salary every month. The medical allowance for the Employee and the legal spouse and legal children of the Employee shall be payable to

the Employee to the extent as set out herein above against evidence of actual expenses incurred by the Employee and his/her legal spouse and legal children. It is clarified that the house rent allowance and the medical allowance shall not be included for determining any benefits such as provident fund or gratuity, bonus, incentives etc. benefits as may be available to the Employee.

- (c) The compensation shall be payable to the Employee after withholding of taxes as applicable under applicable laws. Apart from the tax liability of the Employee on the compensation granted to the Employee by the Company, the Employee shall be responsible for meeting his/her tax obligations as regards his/her any other taxable income and shall at all times be in compliance with the applicable Indian tax laws.

- (d) The Employee shall be entitled to such perquisites, bonus and other fringe benefits as may be provided by the Company in its absolute discretion from time to time.

- (f) Leave: The Employee shall be entitled to paid privilege leave in a calendar year as per the Annexure hereto. The Employee may avail of such leave with the prior written sanction of the Company. Additionally, the Employee shall be entitled to such number of paid casual and sick leave in a calendar year as mentioned in Annexure hereto. Casual Leave will get lapsed after the end of the year and cannot be encashed. Sick Leave can be carried forward into maximum 45 days and cannot be encashed.

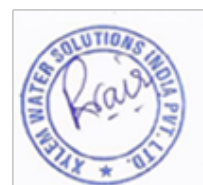
5. Covenants by the Employee:

- (a) Confidential Information

The Employee acknowledges and agrees that the Employee's work for the Company has brought him / her and will continue to bring him/ her into close contact with confidential information of the Company including information as regards the customers, clients, suppliers, distributors of the Company and associated companies. The Employee acknowledges and agrees that the agreements and covenants contained in this paragraph [5] are essential to protect the business interests of the Company. Accordingly, the Employee covenants and agrees that except as may be required by the order of a court or agency of competent jurisdiction including any quazi judicial authority or any regulatory body, or under any provisions of law, during the Employment Period and at all times thereafter the Employee agrees to:

- I. to keep secret and confidential all Confidential Information concerning the Company or an associate or affiliate of the Company that was acquired by, or disclosed to, the Employee during the course of his/her employment with the Company or an associate or affiliate of the Company;
- II. not to, whether on his/her own behalf or as the employee, partner or agent of any other person or firm, remove from the Company, publish, copy or duplicate, or disclose or allow to be disclosed either directly or indirectly, such Confidential Information to any other person, firm or business entity, or to use it or caused it to be used in any way;
- III. not use materials, equipment or information which is the property of the Company or is entrusted to him/her by or on behalf of the Company in the course of his/her employment otherwise than as and for the purposes authorized by the Company;
- IV. if requested by the Company, delete all Confidential Information from any re-usable material and destroy all other documents and tangible items which contain or refer to any confidential information and which are in his/her possession;

For the purposes of this paragraph 5(a), "Confidential Information" includes, but is not limited to details about the Company's know-how, technologies, concepts and ideas related to the Business of the Company, products, production processes, technical data, and/or any matter or product in the research stage including



the nature and results thereof, information on processes, formulas, techniques, "know-how", compilation, analysis and reports relating to financial and /or technical data in respect of the Company and/or its customers/ clients / distributors, information on the Company's computer data bases and computer software of the Company, Company's marketing techniques and arrangements, mailing lists, sales strategy, pricing and discount policies, financial information and support contracts whether reduced to writing or not, remuneration and commissions of employees of the Company, details of customers or clients, actual and potential contracts or assets of the Company and may include any other information as is deemed to be confidential information by the Company (from time to time). Confidential information may also include information which has been available to the Company by a third party / client and which the Company is obliged to keep confidential, either under any agreement, contract and any arrangement (oral or otherwise) or under law for the time being in force. The absence of any marking or statement that particular information is confidential information shall not affect its status as confidential information. Confidential information shall not include: (i) information in the public domain not as a result of breach of any duty to the confidential information by the Employee; and (ii) information published or disseminated by the Company without restriction to persons other than the Employee.

All such information as set out hereinabove shall be deemed to be confidential information and the Employee shall bear the burden of proving that information is not "Confidential Information".

The Employee acknowledges and agrees that (i) all the aforesaid Confidential Information is in the nature of trade secrets and (ii) the sale or unauthorized use or disclosure of any such proprietary Confidential Information that the Employee obtains during the course of his/ her employment constitutes a breach of trust with the Company. In addition, the Employee agrees to refrain from any other act or omission that would reduce the value of the proprietary Confidential Information to the Company or diminish the assets of the Company;

All material, including without limitation, all papers, notes, books and any other documents whatsoever (including copies thereof) which is received/made available to the Employee during the course of his/ her employment with the Company (whether received from the Company or a third party or whether the Employee has produced such material himself) shall be the Company's property and the Employee shall return, at the time of or before leaving the services of the Company, all such material to the Company.

- (b) Remedies of the Company: Without prejudice to any other remedy that the Company may have in law, or by virtue of this Agreement, if the Employee breaches, or threatens to commit a breach of any of the provisions contained in sub-paragraphs 5(a) above ("**the Covenants**"), the Employee shall account for and pay over to the Company, all compensation, profits, and other benefits which are derived or received by the Employee or any person or business entity controlled by the Employee or in which the Employee has any financial interest, or his/ her relatives, resulting from any action or transactions constituting a breach of any of the Covenants and the Company shall further be entitled to set off against any amounts whatsoever that may be due from time to time by the Company to the Employee.
- (c) Proprietary Rights of the Company: The Employee acknowledges and agrees that all know-how, documents, reports, plans, proposals, marketing and sales plans, client lists, distributors lists, client files, other information relating to the Business of the Company or business of any associate or affiliate of the Company as the case may be, and any materials made by the Employee during the course of his/ her employment with the Company and every discovery, invention, improvement, design and secret process and other intellectual property right made or discovered by the Employee (whether alone or with any other person or persons) at any time during the Employment Period whether capable of being patented or registered or not (and whether or not made or discovered in the course of his/ her employment hereunder) in connection with or in any way affecting or relating to the Business of the Company or business of any associated company or capable of being used or adapted for use therein or in connection therewith ("**the Intellectual Property**") shall forthwith be disclosed to the Company and shall belong to and be the absolute property of the Company or such associated company as the Company may nominate for the purpose.

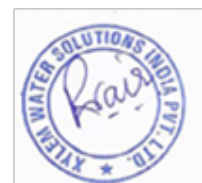


The Employee shall not deliver, reproduce or in any way allow such documents or things to be delivered or used or caused to be used by any third party without specific direction or consent of the Company. The Employee shall assign to the Company any rights, which he may have in any such Intellectual Property and for this purpose shall do all such acts necessary and execute all such documents as are required for any such assignment to the Company or any associate or affiliate of the Company as may be required by the Company.

- (d) Non-compete: The Employee agrees for **[12]** months after the termination of this Agreement, the Employee shall not, directly or indirectly, engage or be interested (as a stockholder, director, officer, employee, salesperson, agent, broker, partner, individual proprietor, lender, trustee, consultant, or otherwise), either individually, or in, or through any person (whether a natural person, corporation, business trust, partnership, sole proprietorship, association, government or other entity), in any other business or venture, (i) which undertakes, anywhere in India or elsewhere, any activity, which is competitive with the Business or with the planned business activity of the Company or its associates or its affiliates, without the prior written consent of the Company; or (ii) which requires or might reasonably thought by the Company to require you to disclose or make use of any Confidential Information in order to discharge your duties or to further your interest in any such company.
- (e) Non-solicitation: The Employee covenants, undertakes and agrees that during the Employment Period and for a period of **[1]** years thereafter, he will not, except with the prior written consent of the Company, directly or indirectly;
- I. Attempt in any manner to solicit business from (a) any current or potential customer/ client of the Company or any of the associates or affiliates of the Company, or (b) any firm, association or corporation or other entity, which the Employee contacted or otherwise dealt with on behalf of the Company; or
 - II. Attempt to persuade any person, firm or entity, which is a current or potential customer/client of the Company or any of the associates or affiliates of the Company to cease doing business or to reduce the amount of business which any such client/investor has customarily done or might propose doing with the Company or any of the associates or affiliates of the Company; or
 - III. Employ, solicit, incite, canvass or attempt to employ or assist anyone else to employ any person who is in the employment of the Company or any of the associates or affiliates of the Company (including any person who was an employee at any time during the preceding one calendar year). Further, the Employee shall not solicit, incite or in any other way encourage other employees of the Company or any of the associates or affiliates of the Company to terminate their respective contracts of employment with the Company or any of the associates or affiliates of the Company.
- (f) Provisions to apply to associate companies: Where the Employee as per the provisions of this Agreement is required to perform services for an associate or an affiliate of the Company, the provisions of this paragraph [5] shall apply mutatis mutandis in relation to such associate or affiliate of the Company as if all references to the Company are references to such associate or affiliate of the Company.

6. Term, termination and consequences of termination:

- (a) The appointment of the Employee shall commence on the Effective Date (subject to the provisions for termination of this Agreement) and shall continue thereafter until the earlier of:
- I. Employee attaining 60 years of age; or
 - II. Termination by the Company by giving to the Employee not less than [1] months previous notice in writing to that effect or by making a payment to the Employee in lieu of notice equal to the Employee's basic salary for [1] months less any appropriate tax and other statutory deductions; or
 - III. Termination by the Company for Cause in the manner as provided for under sub-paragraph (b) below; or
 - IV. Termination by the Employee by giving to the Company not less than [3] months previous notice in writing to that effect. The Company may at its sole discretion waive or reduce the notice period required to be given by the Employee and in the event the Company exercises its right to waive or reduce the notice period, the dues if any for the Employment Period shall be payable only till the date of the Employee being relieved from the duties of the Company.



(b) Notwithstanding the provisions of sub-paragraphs of 6(a) above, the Company may terminate the employment of the Employee forthwith without service of prior notice or any payment in lieu of notice, to the Employee for any of the reasons as set out herein below (“**for Cause**”):

- I. The Employee is incapacitated by reason of ill-health or accident from performing his/ her duties hereunder and shall have been so incapacitated for a total period of not less than two consecutive months;
- II. The Employee has committed any breach of his/her obligations hereunder or any duties as are required to be performed pursuant to the directions of the Company from time to time, or is guilty of any misconduct, save for where such breach or misconduct is remediable and is not remedied within fifteen (15) days of receipt of a notice from the Company asking the Employee to cure such breach or misconduct, to the satisfaction of the Company (in its sole discretion);
- III. The Employee shall be guilty of any civil or criminal offence or is in breach of any applicable law (other than minor traffic offences or similar offences under applicable law from time to time in force);
- IV. The Employee shall have become of unsound mind or lunatic;
- V. The Employee has become bankrupt;
- VI. The Employee commissions an act of dishonesty, whether relating to the Company, its associates or affiliates or any of the employees or otherwise;
- VII. Where the Employee does not perform or for any reason whatsoever is unable to perform his/ her obligations and duties under this Agreement to the satisfaction of the Company;
- VIII. Where the Employee has breached the Company's code of conduct as set out by the Company from time to time.

(c) Where the Company has any grounds to believe it may have a right to terminate the appointment of the Employee, it shall be entitled (but without prejudice to its right subsequently or immediately to terminate the appointment on the same or any other ground) to suspend the Employee without any salary and other benefits during the period of any enquiry or investigation into the circumstances giving rise to such belief.

(d) In the event the Company terminates the Employee's employment under this Agreement for any reason other than termination for Cause, the Company shall pay the Employee such dues that the Company owes to the Employee as per the provisions of this Agreement up to the effective date of termination after deduction of all such amounts as the Company is entitled to deduct as per the provisions of this Agreement and under the applicable law. The Company shall however have no obligation to make payments to the Employee in accordance with the provisions of this sub-paragraph (d) where the Employee's employment with the Company is terminated for Cause.

(e) Termination of the Employee's appointment hereunder shall be without prejudice to any rights which have accrued to the Company at the time of termination or to the provisions of paragraphs [5] (Covenants), [6] (Term, termination and consequences of termination) [8] (Remedies), [9] (General Clauses), which shall survive the termination of this Agreement.

7. Representations and Warranties:

- (a) The Employee has full power and authority to enter into this Agreement and this Agreement constitutes a legal, valid and binding obligation of the Employee, enforceable against the Employee in accordance with its terms.
- (b) The Company represents and warrants that it has the full power and authority to enter into this Agreement and this Agreement constitutes a legal, valid and binding obligation of the Company, enforceable against the Company in accordance with its terms.
- (c) The Employee hereby represents and warrants to the Company that he shall not, as a consequence of carrying out his/her duties hereunder, or entering into this Agreement or other agreements or arrangements made or to be made between the Company or any associated or affiliated company and him/her, commit any breach of any terms, express or implied, (whether concerning confidentiality, non-competition or otherwise) of any contract with or of any other obligation to any third party binding upon him/her.



- (d) The Employee represents and warrants to the Company that he/she does not have any financial interest or control to the extent set out in paragraph [3(b)(ii)] above in any entity or person engaged in the same or similar business as the Business of the Company.
- (e) The Employee represents and warrants to the Company that he has executed and delivered this Agreement as his/her free and voluntary act, after having determined that the provisions contained herein are of benefit to him/ her, and that the duties and obligations imposed on him/ her hereunder are fair and reasonable and will not prevent him from earning a comparable livelihood following the termination of his/her employment with the Company.

8. Remedies:

- (a) The Employee acknowledges that the Company will suffer immediate, material, immeasurable, continuing and irreparable damage and will not have an adequate remedy at law in the event of a material breach by the Employee of any of her/her obligations under this Agreement. The Employee hereby waives the claim or defense that an adequate remedy at law is available. The Employee acknowledges that the Company will be entitled to institute and prosecute proceedings in any court of competent jurisdiction to enjoin the Employee from violating any contractual or legal obligations or to compel performance of the Employee's obligations hereunder. Injunctive relief shall be in addition to any remedy to which the Company may be entitled, at law or in equity (including, but not limited to, an action and judgment for damages).
- (b) The Employee hereby agrees to indemnify the Company and to save and hold harmless the Company, from and in respect of all reasonable fees, costs and expenses, including legal fees incurred in connection with or resulting from any claim, action, or demand against the Company that arises out of or in any way relates to gross negligence, fraud, professional misconduct or willful default on the part the Employee during the course of his/her employment with the Company or arising out of any material breach of any representations, covenants and other terms of this Agreement by the Employee. It is agreed that prior to claiming indemnity from the Employee, the Company shall provide a reasonable opportunity to the Employee to prove himself innocent or that he/she did not act intentionally or negligently.

9. General clauses:

- (a) Amendment:

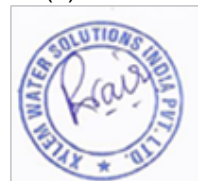
This Agreement may be amended or canceled by mutual agreement of the Parties in writing without the consent of any other person and no person, other than the Parties hereto. The Parties hereby agree that no oral conversations shall be deemed to be a modification of this Agreement and neither Party shall assert the same.

- (b) Waiver of Breach:

The waiver by either the Company or the Employee of a breach of any provision of this Agreement shall not operate as, or be deemed a waiver of, any subsequent breach by either the Company or the Employee. The failure to exercise or delay in exercising a right or remedy provided by this Agreement or by law does not constitute a waiver of the right or remedy or the waiver of other rights or remedies. No single or partial exercise of a right or remedy provided by this Agreement or by law prevents further exercise of the right or remedy or the exercise of another right or remedy. Any waiver must be in writing and signed by the Party sought to be bound.

- (c) Notice:

Any notice to be given hereunder by a Party hereto shall be in writing and shall be deemed to have been duly given (a) on the day on which the notice is delivered by hand or by fax (b) after two day after being delivered by overnight courier, and:



(1) to the Employee's address

**Bijoy Karmakar
Karmakar House,
Alamchand Bazar, PO : Chandni Chowk,
Cuttack -753002
Odisha, India**

(2) to the Company's address

**XYLEM WATER SOLUTIONS INDIA PRIVATE LIMITED
Plot No. 731, GIDC Savli,
Manjusar, Savli Road,
Vadodara – 391 770,
Gujarat , INDIA**

(d) Applicable Law and Dispute Resolution:

- I. The provisions of this Agreement shall be construed in accordance with the laws of India.
- II. [If any dispute, difference or claim arises between the Parties in connection with this Agreement or the validity, interpretation, implementation or alleged breach of this Agreement or anything done or omitted to be done pursuant to this Agreement, the Parties shall refer the dispute for resolution to a sole arbitrator to be jointly appointed by the Parties. The arbitration shall be conducted in accordance with and subject to the provisions of the (Indian) Arbitration & Conciliation Act, 1996 or any statutory modification or re-enactment thereof for the time being in force. All proceedings in any such arbitration shall be conducted in English. The Arbitration shall take place in [Vadodara] only and shall be governed by the laws of India].

(e) Severability

If any of this Agreement including but not limited to the covenants set out in the Paragraph 5 of this Agreement, or any part thereof, are held to be invalid or unenforceable, the same shall not affect the remaining portion of the covenant or remaining provisions of the Agreement, which shall be given full effect, without regard to the invalid or unenforceable portions. Without limiting the generality of the foregoing, if any of the covenants, or any part thereof, are held to be unenforceable because of the duration of such provision or the area covered thereby, the Parties hereto agree that the court making such determination shall have the power to reduce the duration and/or area of such provision and, in its reduced form, such provision shall then be enforceable.

(f) Attorneys

The Employee acknowledges that he has had an opportunity to consult with his/ her own separate counsel regarding the terms of this Agreement.

(g) Entire Agreement

This Agreement and the provisions in the Company's code of conduct and internal policies contain the entire understanding and agreement between the Company and the Employee relating to the subject matter hereof and super cede all prior oral and written agreements, offer letters and arrangements relating to the Employee's employment by the Company or an associate or affiliate of the Company.



(h) Assignment

The Employee shall not assign his/her rights and obligations under this Agreement to a third party.

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed by their hand or the hand of their duly authorized representatives, as the case may be, as of the day and year set forth above.

For [Bijoy Karmakar]

Signature / Date

For XYLEM WATER SOLUTIONS INDIA PRIVATE LIMITED



Rita Nair
Director – Human Resource

cc: Nitin Bhate, Sanjay Verma

ANNEXURE**XYLEM WATER SOLUTIONS INDIA PRIVATE LIMITED****Personal Data**

Name of Employee	Mr. Bijoy Karmakar
Employee's address	Karmakar House, Alamchand Bazar, PO : Chandni Chowk, Cuttack -753002 Odisha, India

Employment

Position	Software Developer Engineer
Employment period	Date of Joining: 1st September 2021

Compensation and Leave**I. Guaranteed/Fixed Salary**

Basic Salary : Rs. 25,000/- per month (Rs. 3,00,000/- per annum)

II. Allowances (Practiced by Xylem)

House Rent Allowance : 40% of Basic Salary
 Telephone/Instrument Purchase Reimbursement: up to fixed rate of Rs. 60,000/- per annum
 Fuel Reimbursement : up to fixed rate of Rs. 28,800/- per annum
 Special Allowance : Rs. 4,727/-per month (Rs. 56,728/- per annum)
 Leave Travel Assistance per year : 8.33% of Basic Salary per annum

III. Bonus (As per Company Policy)

Variable Bonus: target at 10% of Guaranteed / Fixed Salary & Allowances, actual payout is based on both Company and Individual performance results.

IV. Statutory Benefits

Provident Fund : 12% of Basic Salary
 Gratuity : 4.81% of Basic Salary

Leave (As per Company Policy)

21 days Earned leave
 07 days Sick Leave
 10 days Casual Leave



Annual Salary Computation - Xylem India Hire (Rs.)

Mr. Bijoy Karmkar

Job Position:

Software Developer Engineer

	Monthly	Per Annum	
I. Guaranteed/Fixed Salary			
Basic Salary	25,000	300,000	
Sub-total Guaranteed/Fixed Salary	25,000	300,000	
II. Allowances (Practiced by XYLEM)			
House Rent Allowance (40% of Basic Salary)	10,000	120,000	
Telephone / Instrument Purchase Reimbursement (Fixed Rate of Rs.5000 per month)	5,000	60,000	
Fuel Reimbursement (Fixed Rate of Rs.28800 per annum)	2,400	28,800	
Special Allowance	4,727	56,728	
Leave Travelling Assistance (8.33% of Basic Salary)	2,083	24,990	
Sub-total Allowances	24,210	290,518	Take Home - Excluding Income Tax.
			Deduction are : PF 12% , P.Tax : 200/- and LTA if taken once in two years with valid receipts will be Non Taxable
Sub-total BS+Allowances (I)+(II)	49,210	590,518	43927
III. Statutory Benefits			
Provident Fund (12% of Basic Salary)	3,000	36,000	
Gratuity (4.81% of Basic Salary)	1,203	14,430	
Sub-total Statutory Benefits	4,203	50,430	
Sub-total BS+Allowances (I)+(II)+(III)	53,412	640,948	
IV. Bonus/Incentive			
Variable Bonus	4,921	59,052	
Sub-total Bonus	4,921	59,052	
Total Cost to Company (I)+(II)+(III)+(IV)	58,333	700,000	

