



Rewarding Performance

Annual Earning Opportunity for Rashid Noor	
Band: E2	Annexure A
Designation: Technical Specialist	Travel Plan: TP3
Location: Chennai	
Issued Date: Tuesday, February 19, 2019	
Monthly Components (In Rs.)	
Basic Salary	28121
House Rent Allowance(HRA)	14061
Monthly Flexible Basket Å	25500
Bright Hours Allowance æ	3000
Advance Monthly Performance Bonus(AMPB) +	16875
Compensatory Allowance	10925
Food Wallet	2000
TOTAL: Monthly (A)	100482
TOTAL: Monthly : Annualised (B)	1205784
Annual Components (In Rs.)	
Social Security & Retirals	
Provident Fund @ 12% of Basic Salary	40494
Gratuity	16226
Contribution towards Medical Insurance (GHMI)	20000
TOTAL: Annual : (C)	76720
Variable Components(In Rs.)	
Engagement PB @ 100% achievement levels (paid monthly)	67500
TOTAL: Variable Components : (D)	67500
Total Annual Earning Opportunity (B) + (C) + (D)	1350004
# FLEXI BASKET DETAILS	MAX SUB-LIMITS (per annum)
Leave Travel Assistance Å	60000
Company Car Lease Entitlement !	150000
Fuel Reimbursement and Car Maintenance Charges	96000
ADDITIONAL BENEFITS :	
Group Term Life Insurance (including EDLI) Rs. 3,000,000	
MONTHLY OMB (OFFICIAL MOBILE BUDGET) \$\$: "Official Mobile Budget (OMB) entitlements as per Telephone Policy in Policies Hub."	
! As part of the Company leased car scheme	
+ Advance Monthly Performance Bonus (AMPB) paid out based on this letter, 50% would be recoverable if you are relieved from the company's employment before completion of 12 months from the effective date of this letter.	
æ Payable as per the BHA Scheme. Applicable as per the company declared scheme-details available on EHS site on knockout.	
Å Employee has an option of availing all or some of the Monthly Flexi Basket (MFB) across various components as per annual limits and entitlements indicated in the CTC sheet. The split of the same has to be submitted to EHS (through MFB Link mail within 30 days of joining failing which the same will be paid as taxable component) as per company wide guidelines and timelines.	
Å Will be governed as per the prevalent LTA policy, at the time of claiming the same.	
Engagement PB will be payable on a monthly basis as per EPB guidelines	
'\$\$ To be claimed for official cell phone expenses only as per the telephone policy available on Policies Hub site. The claim has to be supported by bills and shall lapse monthly if unclaimed.	
NOTE :	