



Ashu garg &lt;ashima.garg67@gmail.com&gt;

## Fwd: Compensation Offer - FS TATA Digital || Ashu Garg: PWA- Senior Developer

Prathamesh Taware &lt;Prathamesh.Taware@tatadigital.com&gt;

Thu, Jan 20, 2022 at 5:45 PM

To: "ashima.garg67@gmail.com" &lt;ashima.garg67@gmail.com&gt;

Cc: Pramod Shah &lt;Pramod.Shah@tatadigital.com&gt;, Tanmay Agte &lt;t\_tanmay.agte@tatadigital.com&gt;

Hi Ashu Garg,

Thanks for exploring opportunities with Tata Digital !

We are pleased to offer you the Role of **PWA – Senior Developer** in our Financial Services team in **Bangalore**. Please reply with your acceptance and tentative date of joining and a formal offer will follow. The CTC we propose to offer you is as below.

Compensation Details	Monthly (in INR)	Annual (in INR)
<b>(A) Basic</b>	<b>57,600</b>	<b>6,91,200</b>
<b>(B) Flexible Compensation</b>	<b>1,24,717</b>	<b>14,96,609</b>
HRA	28,800	3,45,600
Leave Travel Allowance	4,800	57,600
Special Allowance *	91,117	10,93,409
<b>(C) Retirals</b>	<b>9,683</b>	<b>1,16,191</b>
Provident Fund	6,912	82,944
Gratuity	2,771	33,247
<b>a. Total Fixed (A+B+C)</b>	<b>1,92,000</b>	<b>23,04,000</b>
<b>b. Variable Pay (On target)**</b>		<b>2,56,000</b>
<b>c. Total Cost to Company (On target) c = (a+b)</b>		<b>25,60,000</b>
* Balancing figure		
** Bonus eligibility is on an annualized basis for 'Met Expectations' performance band. Final amount to be decided based on company and individual performance, subject to conditions.		
***Medical Insurance is over and above this		

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