



*IBM India Private Limited*  
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*CIN Number: U72200KA1997PTC022382*

11/04/2022

Salary certificate is issued at the request of Hemant Dhavle with Employee ID 000A3D744 from Date of Hire 18/01/2019.

Component	Current
Component	Currency INR
Annual Basic Salary (A)	319,730.00
Flexible Benefit Plan (B) (120% of Annual Basic Salary)	383,676.00
<b>Annual Reference Salary (C) = (A + B)</b>	703,406.00
Provident Fund (D) (12% of Annual Basic Salary)	38,367.60
Gratuity (E) (4.8% of Annual Basic Salary)	15,347.04
<b>Annual Remuneration (F) = (C + D + E)</b>	757,120.64



For IBM India Pvt Ltd,

*Neethu N*

Neethu N  
Ask HR Global Expert Squad Manager EDM & Mobility  
Authorized Signatory  
Human Resources