

Annexure: Salary Entitlement - 2019

Name : Naman Gupta

Level : CL8

Role Title : Data Engineer

S. No.	Salary Components	Amount in INR Per Annum
1	Basic	510,000
2	Cash Allowances House Rent Allowance (max 40% of Basic Salary for Non Metro & max 50% of Basic Salary for Metro) Leave Travel Assistance (max 40000/- per annum) Additional Food Coupons (max 14400/- per annum) Conveyance Allowance (max 19200/- per annum) Children Education Allowances (max 2400/- per annum) Balance of allowances will be paid as Taxable Allowances	510,000
3	Provident Fund	61,200
4	Gratuity	24,532
Total Salary		1,105,732
5	Variable Pay *	84,966
Total Salary		1,190,698

Note:

a. **Variable Pay ***

You will be entitled to a variable pay based on your individual and the Group's performance for the year. Should you join us between October 01st and December 31st of the year, your entitlement to variable pay will commence from the beginning of the subsequent calendar year. Disbursement of variable pay, which is at the absolute discretion of the company, is along with the payroll for the month of March, in the following year.

b. **Benefits:**

i. (You would be entitled to avail the below mentioned benefits, which is governed by the prevailing company policies)

Detail	Maximum Coverage Amount
a. Food Coupons (per annum)	12,000
b. Bus Pass/Parking/Others (per annum)	16,800

ii. Insurance Benefit for Health and Personal Accident Cover - applicable as per company policy.

Detail	Maximum Coverage Amount
a. Group Mediciam (coverage for self, spouse, child and parents) Top up option is available for Group Mediciam (Family Floater basis) at subsidized premium borne by the employee (1 lakh, 2 lakhs & 3 lakhs)	300,000
b. Group Personal Accident (coverage for self only)	500,000
c. Group Term Life Insurance (Coverage for self only)	2,500,000