



Annexure B

Name	Nilesh Madhav Shinde	DOJ	29 July, 2024
Designation	Senior Consultant	Service Line	Consulting
Rank	42		

COMPONENTS	Per Month (INR)	Annual (INR)
Basic Salary	61,667	7,40,000
House Rent Allowance (HRA)	30,833	3,70,000
Other allowance including flexible components 1	50,567	6,06,800
Advanced Statutory Bonus	3,700	44,400
Employer's Provident Fund (PF) contribution	7,400	88,800
Fixed compensation	1,54,167	18,50,000

Benefits (Estimated value)		
Insurance premium 3 (Group Medical + Group Personal Accident + Group Term Life)		30,092
Gratuity 4		35,594
Total of Benefits		65,686

Notes:

The Firm pays bonus to its employees based on various criteria including but not limited to the performance of the employees, in accordance with the provisions of the Payment of Bonus Act, 1965 ("PBA"), where applicable. Your bonus entitlement under the PBA during an accounting year comprises of advance statutory bonus ("ASB"), variable performance bonus (payable as per the Firm's policy subject to performance) and year-end statutory bonus if any to the extent payable under PBA. In the event the PBA is applicable to you, by accepting this letter you acknowledge that this constitutes an agreement between you and the Company under Section 31A of the PBA. You may review the information related to ASB at [Total Rewards portal](#) or reach out to your recruiter seeking more information

You will be eligible to participate in the GDS Variable Pay Bonus (VPB) Program, with a VPB percentage target of 10% at your rank. This target is indicative and the actual pay-out, each year, will vary based on the GDS, Service Line/Service Function and individual performance. Payment under any VPB program is subject to you being employed with the Firm as on the date of pay-out. Employees who join the Firm during the year, will be eligible for a pro-rated VPB amount, subject to meeting the guidelines of the Program. The amount is subject to income tax deduction, as per rules prescribed under the tax laws.

All the above components and benefits are as per the Firm's policies and are subject to change from time to time. Please refer to the payroll database([greytHR](#)) for a detailed breakup of your salary structure.