

GOFRUGAL Technologies Private Limited - Compensation & Benefits Particulars			
Name	Krishnakumar E	Designation Offered	Member Technical Staff - Mobile App Developer
Work Location	Chennai	Gross CTC (Per Annum)	420000.00
Reporting to	Harish Kumar J, Technical Team Lead - SellQuick		
Particulars		Monthly	Yearly
Basic		11200.00	134400.00
HRA		5600.00	67200.00
Other Allow		9317.00	111804.00
Total Fixed Gross (A)		26117.00	313404.00
Monthly Variable Pay			
KPI(1.1)		3500.00	42000.00
MRP (1.2)		0.00	0.00
Total Monthly Variable Pay (B)		3500.00	42000.00
Employer Contribution			
Employer PF (2.1)		1344.00	16128.00
Gratuity (2.2)		539.00	6468.00
Total Employer Contribution (C)		1883.00	22596.00
Benefits			
BYOD Allowance (3.1)		0.00	0.00
Food Allowance (3.2)		0.00	0.00
Internet Allowance (3.3)		0.00	0.00
Total Benefits (D)		0.00	0.00
Yearly Variable Pay			
ARP (4.1)		0.00	42000.00
Yearly Pay Total (E)		0.00	42000.00
Total Cost to company			
Cost To Company (A + B + C + D + E)		31500.00	420000.00
Employee Contribution			
Employee PF Contribution		1344.00	16128.00
Total Employee Contribution (F)		1344.00	16128.00
Take Home salary			
Net Take Home (A + B + D - F)		28273.00	381276.00

Details of Salary Heads		
SI No	Variable Components	Description
1.1	KPI (Key Performance Indicator) linked variable compensation	(1) This is linked to the agility in terms of adopting best practices, adherence to the best practices and to achieving the daily / weekly / monthly goals with regard to the best practices
		(2) You will recommend the percentage of KPI linked variable compensation to be paid every month to you as part of the payroll, based on your self awareness on your aligning with the hygiene, professional behaviour and performance metrices. Your reporting manager can either approve or modify the same. KPI will be in the range of 0-120%.
1.2	MRP(Monthly Revenue Performance) linked Variable Compensation	(1) This is linked to the Monthly Agile Contribution. MRP % will be revised as and when there is a compensation revision. This structure is aligned with the costs and performance. This will be paid every month
		(2) There is no upper limit on this incentive.
SI No	Employer Contribution	Description
2.1	Employer Provident Fund	All Employees are entitled to Employee Provident Fund, Both Employer and Employee Contribution will be paid to EPF monthly as per the company policy.
2.2	Gratuity	Gratuity will be payable as per the Gratuity Act, upon separation from the company, subject to completion of minimum of five years of employment with GOFRUGAL Technologies Pvt Limited
SI No	Benefits	Description
3.1	BYOD Allowance	Bring your Own Device Allowance is subjected to usage of your own devices as mentioned in the GOFRUGAL Technologies BYOD Policy.
3.2	Food Allowance	Food Allowance will be applicable only when the member is in field.
3.3	Internet Allowance	Internet Allowance will be applicable only when member uses their own data card while in field.
SI No	Yearly Varaiable Pay	Description
4.1	ARP(Annual Retention and Performance) linked variable compensation	(1) This is linked to completion of a year and to the performance during the year. This will be paid annually
		(2) You will recommend the percentage of ARP linked variable compensation to be paid on completion of one year based on your performance . Your reporting manager can either approve or modify the same. ARP will be in the range of 0-120%.
GROUP MEDICLAIM POLICY		
1	GROUP MEDICLAIM POLICY: Company will bear the full premium of covering you under the Group Mediclaim policy for a sum insured of Rs.300000/- (Rupees Three Lakh only). This is a floater policy where five of your dependents will also be covered along with you. Please note this Insurance scheme is subject to change based on yearly renewals.	
2	GROUP PERSONAL ACCIDENT POLICY: The Company will bear the premium of covering you under the Group Personal Accident Insurance Scheme for a sum insured of Rs.1000000 as per the company norms. Please note this Insurance scheme is subject to change based on yearly renewals	