

Name of the Candidate	Mr. Poonam Dodake
Level	Level - 0
Designation Function	Associate Consultant
Location	Pune Office
Nationality	Indian
Start Date (DD/MM/YYYY)	03-06-2022

Compensation & Benefit Plan			
Salary Heads	STRICTLY CONFIDENTIAL		
	Annual	Monthly	Percentage
Basic Salary	2,55,000 ₹	21,250 ₹	30%
House Rent Allowance (50% of Basic salary)	1,27,500 ₹	10,625 ₹	15%
LTA (One month's basic salary, payable on monthly basis)	21,250 ₹	1,771 ₹	3%
Flexi Pay*	4,12,390 ₹	34,366 ₹	49%
Gross Monthly Salary	8,16,140 ₹	68,012 ₹	96%
Provident Fund : 12% of Base salary with capping of ₹.15000 as basic salary	21,600 ₹	1,800 ₹	2.5%
Gratuity - Yearly Accrual (Payable after continuous service of 5 years on separation)	12,260 ₹		1.4%
Annualized Salary (on Cost to company basis)	8,50,000 ₹		100%

Employee Care Plan	Sum Insured	
Group Mediclaim Insurance (Self + depending parents & children < 80 year's & < 24 year's age respectively) - SI >	3,50,000 ₹	₹.22000 appx. per employee family but not treated as part of Cost to Company
Group Personal Accident Insurance (For self) SI >	35,00,000 ₹	
Group Term Insurance (For self) SI >	35,00,000 ₹	
Annual Vacation Days	21	Exclusive of Weekly off
Work from home policy (with prior sign off from manager)		
Annual Public Holidays (With Mandatory & Optional Holidays)	11	You may chose holidays of your choice

Additional benefits for employees working in shifts	
*Shift Allowance ₹ 250 per day	
*Night Shift Allowance ₹ 400 per night	
Standby ₹ .400 per day & On Call Allowance ₹ 400 per day	
Two & Fro Cab facility within 20 kms. redious of office location	
Flexi Pay Options	
Flexi Pay offers - Food Coupons, Telephone, Fuel, Health Club membership and Driver's salary reimbursement upto fixed limits as per Income tax rules. On joining you need to declare your choices.	

Payment Cycle	
Salary Pay day	Two days prior to end of the month/ weekly off/public holiday excluded
Annual Market Correction	(Jan-Dec) declared & paid in April



Mahesh Gosavi
Function Head - Talent Acquisition



Rahul Joglekar
Manager - Talent Acquisition

Signature of the Candidate