*To the aligned student placement officer:*

*The below information is intended to illustrate how annual pay for a full-time System Engineer I role in Pune would reflect on a payslip if one were to be employed for a full month after accepting a post-internship role with GoDaddy.*

*The provided example assumes zero elections for Flexi Benefits.*

*The provided example assumes the minimum contribution to the provident fund.*

*The provided example of the Cost-to-Company structure is based on our current compensation structure in India, which is subject to change at the company discretion.*

*The offer will also include an amount in Restricted Stock Units in USD which will vest over four years, and additional Restricted Stock Units in USD as a yearly award with a three-year vest period based on individual performance.*

|  |  |  |  |
| --- | --- | --- | --- |
| **EARNINGS (INR)** | | | **ELABORATION** |
|  | ANNUAL | MONTHLY |  |
| BASE PAY | 700,000 | 58,333 | *"Total Base Pay" as referred to in offer letter* |
| BASIC SALARY | 350,000 | 29,167 | *50% of Monthly CTC/Package* |
| HRA | 175,000 | 14,583 | *50% of Basic Salary* |
| EMPLOYER PF | 21,600 | 1,800 |  |
| MEAL ALLOWANCE | 28,800 | 2,400 | *Maximum monthly amount of 2400 INR dependent on days worked* |
| SPECIAL ALLOWANCE | 124,600 | 10,383 | *Special Allowance = Monthly CTC - Basic Salary - HRA - Employer PF - Meal Allowance - Flexi Benefits* |
| **DEDUCTIONS** | | | |
| EMPLOYEE PF | 21,600 | 1,800 |  |
| **ADDITIONAL COMPENSATION** | | | |
| MBO | 70,000 | N/A | *Annual performance bonus – paid one time yearly based on performance evaluation* |
| EQUITY ON HIRE | 996,227 | N/A | *RSUs single time granted as $11,900 USD with four-year vesting period.* |
| FOCAL EQUITY | 498,113 | N/A | *Recurring yearly $5,950 RSU grant in USD based on performance with three-year vesting period.* |