

Salary Working				
Name	Vidya Nand Jha			
Designation	System Engineer		Grade:	E2
	Explanatory Notes		Monthly	Annual
Fixed Components				
Basic Pay	30%	Fixed Components	10,075	1,20,900
House Rent Allowance	50%	Basic	5,038	49,450
Transport Allowance	25%	Basic	3,019	25,225
Special Pay*			11,116	1,33,397
Statutory Bonus	Min of 20% Basic / Rs.8400 pa		1700	20,400
Statutory Benefits				
Provident Fund (Employer Contribution)	12%	Basic	1969	23,628
Total Guaranteed Compensation			32,917	3,73,000
Variable				
Individual Performance Pay				19000
Total Variable Compensation**				19,000
Allowances				
Night Shift Allowance (US)	22 days	Rs.150 per day #	3,300	39,600
Total Allowances***				39,600
Benefits				
Personal Accident Disability Cover				5,00,000
Accidental Death Cover				10,00,000