

April 1, 2013

Anil Gogia

000520885

Dear **Anil**,

We are pleased to provide you with this personalized Total Rewards Statement for 2013.

In addition to the compensation you receive, UHG provides you with a competitive benefits package as well. We hope that this statement helps you understand your total rewards and demonstrates how much UHG values your contributions to the company's success.

Grade	28
Business Title	Project Manager
TOTAL REWARD STATEMENT	Annual Amount (INR)
Basic Salary	753732
House Rent Allowance (HRA)	376866
FLEXI BASKET	753733
Medical Allowance	15000
Sodexo Vouchers	13200
Leave Travel Allowance (LTA)	62811
Fuel & Maintenance Reimbursement	84000
Special Allowance (Balancing Figure)	Balancing Figure
TOTAL FIXED SALARY	1884331
Target Annual RRP (at 100%)	376866
RETIRALS	
Provident Fund (Employer's Contribution)	90448
Gratuity	36255
BENEFITS	
Premium for Group Hospitalization Insurance	17612
Premium for Group Personal Accident Insurance	1458
Premium for Group Term Life Insurance	3684
TOTAL COST TO COMPANY	2410654

Please refer to the attached annexure for details.

This is a computer generated statement and does not require any signature.

Group Medical Insurance	In-patient hospitalization for a minimum of 24 hours for events / ailments such as accidents, maternity and pre – existing diseases coverage.
	Insurance Company : ICICI Lombard General Insurance Company
	Coverage : INR 300,000 per family for Employee, Spouse, and Child INR 150,000 for single Employee INR 100,000 per parent with 20% co-pay on claims
Group Personal Accident Insurance	Eligibility : For employee only
	Insurance Company : ICICI Lombard General Insurance Company
	Coverage : 3 times of annual total fixed salary
Group Term Life Insurance	Eligibility : For employee only
	Insurance Company : Metlife India
	Coverage : 3 times of annual total fixed salary
RRP	No payment under the annual RRP plan is guaranteed, and is subject to attainment of corporate and business unit financial performance thresholds as well as individual performance ratings attained for the year in addition to UHG and Company discretion.
Statutory Social Security Benefits All Social Security Benefits as defined by law are applicable	<ul style="list-style-type: none"> - Provident Fund: employees would contribute an amount equal to that of the employer and the same would come of the Total Fixed Salary of the employee (the current rate of contribution is 12% of the basic) - Gratuity: would be paid as per Gratuity Act to employees with a minimum service of 5 years service. - ESI: Employee with monthly salary less than INR 15,000 qualifies for ESI. Employee contribution @ 1.75% and Employer @ 4.75%
Employee Wellbeing Programs	<ul style="list-style-type: none"> - Employee Assistance Program (EAP): counseling services to ensure emotional well being of the employees - Pregnancy care Program (PCP): to ensure healthy pre and post natal support during pregnancy. - Flu Vaccination Program: Immunization against seasonal influenza flu on annual basis.
Leave	<p>Privilege Leave : 20 working days</p> <p>Casual Leave : 7 working days</p> <p>Sick Leave : 7 working days</p> <p>Maternity Leave : Maximum of 12 weeks, in accordance with the provisions of the Maternity Benefit Act 1961</p> <p>Paternity Leave : 5 working days paid Paternity Leave</p> <p>Adoption Leave : 8 weeks / 12 weeks for child under the age of 18 year and under the age of 23 years if mentally or physically challenged respectively.</p>

PS: "Subject to any statutory entitlement in existence, and in addition to specific contractual entitlements listed in the employment contract and schedule of employment, the company reserves the right to amend, suspend or withdraw enhanced or additional benefits at any time without notice"