

<b>M MUTHUKRISHNAN</b>	<b>Software Engineer</b>	<b>6-2</b>	<b>Chennai</b>
<b>Details of Remuneration</b>		<b>Monthly (In Rs.)</b>	<b>Annual (In Rs.)</b>
<b>Cash Salary</b>			
Basic	40% of Total Base	66,667	800,000
HRA	50% of Basic	33,333	400,000
General Allowance	Balancing Figure	58,667	704,000
Statutory Bonus	This is as per Statutory standards	-	-
<b>Total Cash Salary</b>		<b>158,667</b>	<b>1,904,000</b>
<b>Retirement Benefits</b>			
Employer's Contribution to PF	The Employee contributes 12% of Basic salary to the PF A/c. This contribution is made by deducting the amount from the monthly salary. The Company also makes a contribution equivalent to 12% of the Basic salary.	8,000	96,000
<b>Total Retiral Benefits</b>		<b>8,000</b>	<b>96,000</b>
<b>Total Base Salary ( TBS)</b>		<b>166,667</b>	<b>2,000,000</b>
<b>Total Gross Cost (TGC)</b>		<b>166,667</b>	<b>2,000,000</b>
<b>Other Benefits &amp; Variable Pay</b>			
Performance Incentive-AIP (Annual Incentive Plan)*	This variable pay is for the performance period Jan.2021 to Dec.2021. This will be app	12,500	150,000
Gratuity	Basic x 15/312 Gratuity will trigger off with completion of 5 years of continuous services and is governed by the Payment of Gratuity Act, 1972. Calculation is 15 days Basic Salary for each completed year of service.	3,205	38,462
Insurance Premium on account of GPA, Term Life Cover & GMC ( This is an annual Payment incurred by the company)	This is a premium paid by the Company to it's Employees under Group Personal Accident (GPA), Term Life Cover, & Group Mediclaim Policy ( reference Group policies which may entail changes time to time and is valid only during your time of service in Nielsen) . Amount may vary as per the premium decided during renewal every year	1,231.58	14,779
<b>Hypothetical Cost to Company ( CTC)</b>		<b>183,603</b>	<b>2,203,241</b>
Sign in Bonus	As a one time payment this amount shall be paid to you along with your first month' s salary. You will be liable to pay this amount back to Nielsen, should you decide to leave the organization before the completion of 18 months in service from the date of joining the company.		150,000