

CTE

CAMBRIDGE TECHNOLOGY ENTERPRISES

Annexure A - Salary Breakup in INR

Name	Avil Avate			
Designation	Associate Technical Lead - Technology			
Fixed Component (FC)	Monthly	Yearly		
Basic	71,292	8,55,500		
House Rent Allowance	28,517	3,42,200		
Conveyance Allowance	800	9,600		
Medical Exp. Allowance	1,250	15,000		
Professional Pursuit Allowance	3,565	42,775		
Leave Travel Allowance	5,939	71,264		
Special Allowances	30,442	3,65,301		
ESI Employee	-	-		
Total FC (A)	1,41,805	17,01,640		
Variable Compensation (VC)				
Individual Performance Pay	-	55,000		
Organizational Performance Pay	-	55,000		
Total VC (B)	-	1,10,000		
Annual Total Cash Component(A+B)		18,11,640		
Benefit Compensation (BC)				
Sodexho	-	-		
ESI Employer	-	-		
PF-Employer	780	9,360		
Group Medical Insurance	-	4,000		
Total BC (C)	780	13,360		
Total Cost to Company (CTC) (A+B+C)		18,25,000		
Note				
<ul style="list-style-type: none"> • Tax deduction is as applicable • Variable Compensation is paid twice in year based on the Individual performance and company's performance at the discretion of management. • Group Personal Accident Insurance and Group Term Life Insurance are additional Benefits 				
<p>Krishna Prasad Head - Human Resources Cambridge Technology Enterprises Ltd</p>				

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Signature