

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)		
Sodexo	-	-
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 		
Krishna Prasad Head - Human Resources Cambridge Technology Enterprises Ltd		