

Annexure - Salary Details

Name:	Mayur Nagare
Grade:	A
Job Title:	Assoc SQA Engineer

		Annual Amount	
~	Total Cash Compensation (Base Salary + Annual Incentive Plan)	963,000	

	Elements of Cash Compensation	% of base	Amount (Annual)	Amount (Monthly)
~	Base Salary	100%	900,000	75,000
~	Annual Incentive Plan	7%	63,000	

	Components of your Base Salary		Amount (Annual)	Amount (Monthly)
~	Basic Salary		450,000	37,500
~	House Rent Allowance		225,000	18,750
~	Special Allowance		81,000	6,750
~	Flexible Reimbursement		90,000	7,500
	Retirals			
~	Co Contribution PF		54,000	4,500
	Total		900,000	75,000

Notes:

In addition to the above components, you will be eligible for Gratuity at the time of leaving the company if you complete 4 years, 8 months of service with the Org Final calculation will be based on the last drawn monthly basic salary

You will also receive a monthly meal allowance of INR 2,200 You will have the option to avail this allowance as a monthly credit on a Sodexo meal card instead of cash through payroll.

Please note that in addition to the above cash compensation you will be eligible for significant additional employee benefits as outlined in the benefits plan document

Please refer to the attached document titled "Explanation of Salary Components" to know about each of the above components in detail

All allowances and benefits are subject to local tax laws applicable from time to time

The compensation structure and benefits mentioned in this letter are as per the current policies of the Company and are subject to change from time to time at the sole discretion of the Management

Veritas Software Technologies (India) Private Limited

Leucadia Milly Sandeep

