

# Salary Structure

# (Annexure-A)

**Name:**

**Designation:**

|  |  |  |
| --- | --- | --- |
| **Particulars** | **Annual (₹)** | **Monthly(₹)** |
| **Annual CTC** | **10,50,000** | **87,500** |
| Less: **Retirals & Benefits** | **47,168** | **3,931** |
| Employer Contribution to PF | 21,600 | 1,800 |
| Medical Insurance | 5,376 | 448 |
| Gratuity | 20,192 | 1,683 |
| **Payslip Items** | **10,02,832** | **83,569** |
| Basic Salary | 4,20,000 | 35,000 |
| House Rent Allowance | 1,68,000 | 14,000 |
| Conveyance Allowance | 19,200 | 1,600 |
| Special Allowance | 2,95,632 | 24,636 |
| Project Linked Performance Bonus1 | 1,00,000 | 8,333 |
| One Time Joining Bonus2 | 50,000 | - |
|  |  | **87,500** |
| **Total Annual CTC** | **11,00,000** |  |

# Other Benefits:

1. Paid Time Off (Carry Forward): 12 Days, Sick Leave (Lapses Year End):  
    12 Days Per Annum Respectively.
2. ₹ 5,00,000/- Group Health Insurance for Self, Spouse and 2 Childrens

# Note:

1. Actual Payouts is Discretionary and Shall be Governed by the Company Policy
2. Shall be paid within 3 months of completing the employment.
3. Flexible benefit components defined above are maximum limit, employee can

declare to the extent of max limit.

1. Income tax deduction is based on the investment declaration by the employee.
2. PF Deduction is 12% of the Basic Salary with Cap on Basic Salary Fixed to

₹15,000 per month