

PKC Advisory

15th Floor, Tower - B, DLF Cyber Terraces, Building No. 5, DLF Cyber City, Phase III, Gurgaon, Haryana, India 122 002.
Tel: 91 124 4525 300; Fax: 91 124 4525 399

11-Apr-19

NAME: AYUSH MITTAL

DESIGNATION: BUSINESS ANALYST

DEPARTMENT: BUSINESS ADVISORY SERVICES

PROPOSED COMPENSATION BREAK-UP

	Annual (INR)	Monthly (INR)
Salary Components (A)		
Basic Salary	270,480	22,540
HRA	135,240	11,270
MRT Allowance**	60,000	5,000
Special Allowance*	321,612	26,801
Telephone Reimbursement	-	-
Professional Reading Material Reimbursement	-	-
LTA	-	-
Paytm Food Wallet	-	-
Car Lease Reimbursement	-	-
Car Petrol and Car Maintenance Reimbursement	-	-
Car Drivers Salary Reimbursement	-	-
Sub-Total	787,332	65,611
Retirals (B)		
Employer's Contribution to PF	32,458	2,705
Gratuity***	13,010	1,084
Employer's Contribution to NPS	-	-
Sub-Total	45,468	3,789
Total Fixed Pay (A+B)	832,800	69,400
Performance Linked Variable Pay ****	67,200	
Total Cost to Company (TCC)	900,000	

Additional Benefits

~ Food & Beverages served in-house.

~ INR 5,00,000 Medical Insurance Cover for self, spouse and children, where applicable.

~ Accidental Death Insurance cover of up to INR 50,00,000.

Note:

* Special Allowance component can be structured up to 25% of Fixed CTC in accordance with the reimbursement guidelines at PKC Advisory. Employees can opt for NPS as a part of their structuring options.

**Slab based MRT allowance shall be paid to employees based in the National Capital Region and not entitled to or not availing car parking facilities. All eligible employees who have commuted to/from the Gurgaon office during a calendar month (or any part thereof) shall be entitled to it.

In case an employee is availing car parking facility, MRT allowance shall NOT be paid. MRT allowance may remain same or change based on management discretion.

*** Gratuity shall be paid in accordance with the provisions of Payment of Gratuity Act, 1972.

**** Performance Linked Variable Pay is paid as per the discretion of the management based on individual performance, functions performance, organizations performance & the market conditions. It is pro-rated for the duration of service in the relevant year.

Candidate joining on or before 30 September will be eligible to be part of the year-end appraisal process. Increments and variable pay (where applicable) will be pro-rated for the part of the year spent with the company.

All the above payments will be subject to tax as required by law or in accordance with company policies. All other terms and conditions of employment will remain as detailed in the appointment letter.