

30 September 2020
FGSCOH37
Antony J Chettupuzha



Dear Antony,
Congratulations!

We are pleased to inform you that your salary has been incremented to Rs. 427,876/- per annum w.e.f 01-09-2020. Your compensation remains strictly private and confidential between you and the Company and must not be disclosed to others.

Salary Structure	Salary Breakup per Month	CTC Breakup per Annum
Components	Amount (Rs)	Amount (Rs)
Earnings		
Basic Pay	9979	119748
House Rent Allowances	3992	47904
Travel Allowances	1600	19200
Medical Allowances	1250	15000
Project Allowances	16443	197316
Gross Salary	33264	399168
Statutory Contributions		
Employer Contribution to Employee Provident Fund (EPF)		18468
Employer Contribution to Employee Welfare Fund (EWF)		240
Employer Contribution to Employee State Insurance (ESI)		0
Other Benefits		
Employer Contribution to Medical Insurance		10000
Sub Total (B + C)		28708
Total Cost To Company (A + B + C)		427876

Deductions

An equivalent amount of Employer PF/Voluntary Contributions per month will be deducted from Salary towards Employee contribution to PF.
Voluntary Contribution to Provident Fund can be made up to 100% of the Basic Pay according to EPF Act.

The TDS will have to be worked out based on your investments for the current financial year.
Taxes such as Professional Tax will be extra.

An equivalent amount of Employer Contribution to EWF per month will be deducted from Salary towards Employee contribution to EWF.

Benefits

Statutory Benefits

Employee Provident Fund:

You will be covered under Employee Provident Fund Act 1952 and respective amounts will be deposited to your EPF account, as per the statutory rules.

Employee State Insurance:

Based on the criteria set, you are eligible for Employee State Insurance under Shops And Commercial Establishment Act 1960. Respective amounts will be deposited to your ESI account, as per the statutory rules, and as and where it is applicable.

Employee Welfare Fund:

You are eligible for Employee Welfare Fund Benefits under Shops And Commercial Establishment Act 1960. Respective amounts will be deposited to your EWF account, as per the statutory rules.

Other Benefits

Group Medical Insurance Benefit:

Rs 2 Lakhs Family Floater Plan

Floater Cover of Rs 2 lakhs for employees, Spouse and maximum of 3 kids will be completely contributed by Fingent.

Fitness Reimbursement:

Under Fitness Reimbursement policy you will be eligible for a monthly reimbursement up to Rs. 1000/- per month or cost of membership for one month on Company selected gyms, whichever is lesser, irrespective of the payment being made monthly/ quarterly/ yearly.

We look forward to your continued support and involvement in the Organisation.

Wishing you all the best!

For Fingent Global Solutions Pvt Ltd



Varghese Samuel
Managing Director