



Dear **Gowdham**,

We would like to take the relationship further by making an offer to you to be a part of our growing team at Hinduja Tech.

We are keen to have you onboard and are pleased to share some of the details of the intended offer. Your compensation will be broadly divided into the Fixed and Variable components at (88% : 12%) ratio. Variable will be paid 100% every month.

A broad breakup of the compensation is as below:

| Indicative offer  |           |           |              |
|---|-----------|-----------|--------------|
| Grand CTC   | 3,50,000  | Fixed     | 125000       |
| Variable % on Fixed                                     | 10        | Variable  | 125000       |
| Band  | A         | Sub Band  | AT2          |
|   |           |           |              |
| A. Fixed Compensation                                   | Per Month | Per Annum | Remarks      |
| Basic salary  | 7,598     | 91,172    | 30% of (A)   |
| HRA   | 3,799     | 45,586    | 50% of Basic |
| Flexi Benefit Plan                                      | 12,129    | 1,45,549  |              |
| PF Employer Contribution *                              | 1,800     | 21,600    | 12% of Basic |
| ESI (If Applicable)                                     |           |           |              |
| Total (A)   | 25,326    | 3,03,906  |              |
| B. Total Variable Compensation                          |           |           |              |
| Variable Compensation/bonus (B)                         | 3,039     | 36,469    | 12% of Fixed |
| C. Other Benefits                                       |           |           |              |
| Gratuity**  |           | 4,383     |              |
| Medical Insurance***                                    |           | 5,242     |              |
| Total '(C)  |           | 9,625     |              |
| CTC (A+B+C) (Fixed Pay + Variable Pay + Other Benefits) |           | 3,50,000  |              |

Hinduja Tech Limited (Formerly Defiance Technology Limited)

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**CIN:** U72400TN2009PLC072067



**\*Flexible Benefit Plan will cover following heads:**

- a. Conveyance Allowance
- b. Leave Travel Allowance
- c. Sodexo Coupons
- d. Special Allowance

**\*\*PF is deducted at 12% of basic or INR 1800, whichever is higher.**

**\*\*\*Variable pay will be applicable as per company variable policy.**

# Gratuity as per the provisions of Payment of Gratuity Act.

# # Group Medical Insurance & Group Life Insurance as per company policy.