



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	candidate_detail.grand_ctc	Fixed	candidate_detail.fixed
Variable % on Fixed	candidate_detail.variable%	Variable	candidate_detail.variable
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



Annexure – A

Name :Gowdham K	Title : Young Software Professional
	Band : A
	Sub-band : AT2

Compensation Structure

Part - I

(All figures in Indian Rupees)

A. Fixed Compensation	Per Month	Per Annum	Remarks
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***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.