



Today's Date	21-Oct-22
Division	India Core
Name	Sudeep Guntuka
Total Experience	3.4 yrs
Proposed Designation	Sr. Data Engineer

Job Band	Experienced Professional
Pay Grade	55

Per annum (INR)

BASIC SALARY	7,21,216
ALLOWANCES	7,01,094
LTA	52,000
Other allowances as a % of Basic Salary	90%
Flexible Benefit Package	6,49,094
GUARANTEED CASH COMPENSATION	14,22,310
TARGET BONUS	1,56,454
Target Bonus as a % of Guaranteed Cash	11%
TOTAL TARGET COMPENSATION	15,78,764
TOTAL RETIRALS	1,21,236
Provident Fund contribution - 12% of Base Salary	86,546
Gratuity - 4.81% of Base Salary	34,690
COST TO COMPANY	17,00,000

Employees Joining on or before 30th April would be eligible for the Bonus (Pro-rata basis) to be paid out in July.

NOTES

Basic Salary: Paid Monthly & is used for calculation of Provident Fund, Gratuity and Leave Encashment & Notice Pay (upon separation)

Allowances: Is a % of Basic salary and broken up into House Rent Allowance & Conveyance allowances as shown above.

LTA: Is a fixed allowance. An employee can claim LTA benefits once a year as per applicable tax law, paid as and when claimed. Unclaimed amount is paid in March on taxable basis.

Provident Fund (PF): Statutory Retiral benefit. Amount stated above is the Employer's contribution and is deposited into the employee's PF account with the Company's internal PF trust.

Gratuity: Amount stated above is the Employer's contribution. Paid out once an employee separates post 5 years of continuous service in the Company.

Target Bonus: This is the Target Bonus which is % of Guranteed Cash or Base Pay. Target for bonus calculation: is based on individual performance rating and business performance achievement. Actual bonus payout amounts may vary above or below the target amount reflected in this document based on the assessment of annual individual and business performance

OTHER NON-MONETARY BENEFITS :

1. Hospitalization for self, spouse, & children below 25 years upto Rs.400,000	This amount is per employee on a family floater basis, not per head for each member of the family & claims can be utilized from the date of joining
2. Hospitalization for parents is optional, with premium payable by the employee	This will depend upon discretion of employee. Choice base Sum Insured of Rs. 2L or Rs. 3L. Parents of maximum age of 100 years can covered. Pre-Policy Medical Check-up is not required. Pre- Existing Illness Covered from day 1. No waiting period for various Illness. No ailment capping. Flat Premium for all parents irrespective of Age. Premium is borne by the Employee.
3. Accident Insurance cover of 3 years' Base Salary	This Policy provides for payment to employees towards the following occurrences in case of an accident - Death / Loss of any parts of the body / Permanent Total Disablement from Injuries / Permanent Partial Disablement / Temporary Total Disablement. The maximum coverage is 36 months' Basic Salary in case of accidental death of the employee.
4. Term Life Insurance	This Policy provides for payment to employee's nominee towards the occurrences of Employee's Death by any reason. The maximum coverage is 36 months' Basic Salary.
5. Work Flex, Flexible working hours, Shift depending on the Job	
6. Employee Assistance Program (EAP) – 100% Independent and Confidential third party Counselling Services provided to Employees and Family member to deal with the problems which could be Personal, Legal, Financial & Manager Hotline counselling	
7. Free Annual Health checkup for Employees and discounted rates for dependents	
8. Relocation Policy	New Relocated employees are entitled to claim travel reimbursement for self, spouse and dependent children and also entitled for transportation, packing, loading, insurance, damage claims, unloading and unpacking of household articles upto a maximum amount as per the policy. Employees are also entitled for maximum of initial 14 days of hotel stay as
9. Free evening snacks for all employees	
10. World class gymnasium facility	
11. Doctor's availability twice a week for consultation	
12. Day care tie-up for working mothers	
13. Transport Facility	Free transportation for employees working in shifts starting 1.30 pm onwards. Centralized bus service from Andheri or Vikhroli station for general shift employees