

SALARY AND BENEFIT STATEMENT		
NAME	D Dinesh	
DESIGNATION	Senior Database Administrator	
1. SALARY COMPONENTS	per Month (INR)	per Annum (INR)
BASIC	38,063	456,756
HRA	19,032	228,384
MEDICAL	1,250	15,000
TRANSPORT ALLOWANCE	1,600	19,200
LEAVE TRAVEL ALLOWANCE	3,172	38,064
SPECIAL ALLOWANCE	21,467	257,604
ANNUAL GUARANTEED PAY	84,584	1,015,008
2. RETIRAL BENEFITS	per Month (INR)	per Annum (INR)
PROVIDENT FUND	1,800	21,600
GRATUITY	3,660	43,920
CTC (1+2)		INR 1,080,528
3. VARIABLE INCENTIVE PAYMENTS		
<p>You may participate in non-salary compensation programs as may be available, subject to applicable terms, conditions and eligibility requirements of these plans and at the plan administrator's discretion.</p>		
4. OTHER BENEFITS		
<p>Encashable Privilege Leaves (EPL). Currently and as per the existing company policy (which may change from time to time), you are eligible to encash your previous years accrued unutilized EPLs annually. The current formula for calculating the encashment value of annual unutilized EPL's is currently "Un-utilized EPLS (assumed 21 per year) * Monthly Basic / 26". Claims for any reimbursement or expense is subject to company policy.</p>		INR 30,743
<p>Healthy U Healthy Quintiles (HUHQ). Currently, the maximum reimbursement per annum (a year for this purpose being from January-December) that Employees may be eligible to claim towards expenses against a list of wellness programs detailed in the HUHQ policy. Claims for any reimbursement or expense is subject to company policy.</p>		INR 12,000
<p>Group Medclaim: Coverage under Group Medclaim Policy with coverage limit of Rs.3,50,000/- for the employee and family members as per policy.</p>		
<p>Leave Eligibility: All leave entitlements will be pro-rated on an accrual basis in terms of fractions of the calendar year during which you attended the office. The leave entitlements set out above are provided annually (January-December of each calendar year) and are subject to company policy, as it may be from time to time.</p>		
<p>Employees are covered under Group Life Insurance & Group Personal Accident Insurance as per prevailing Company Policy.</p>		