

Component	Value
Basic	400000
HRA	160000
LTA	33333
Special Allowances	185067
Employer P.F	21600
Total Fixed Salary	800000
Maximum Performance Bonus	240000
Employee Retention Pay (ERP) – 1 st Year	250000
Employee Retention Pay (ERP) – 2 nd Year	250000
Employee Relocation Allowance **	80000
Employee Insurance	10000
C.T.C	1630000
<p>* Retention Pay and Performance Bonus are paid Yearly. Retention pay will be recovered if the employee quits within 1 year from the date of payment</p>	
<p>** Relocation is applicable to people who are relocating</p>	

Performance Variable Pay	
Rating	Pay-out (for 12-month period)
1 - Distinctive	30% of fixed CTC
2 - Exceeds Expectations	20% of fixed CTC
3 - Meets Expectations	10% of fixed CTC
4 - Performance Issues	NA