

Annexure

<u>Components</u>	<u>Proposed Salary (Rs. Per Month)</u>	<u>Proposed Salary (Rs. Per Annum)</u>
Consolidated Salary(Basic Salary)	10100/-	121200/-
House Rent Allowance	5050/-	60600/-
Supplementary Allowance	13043/-	156516/-
Special Supplementary Allowance	13000/-	156000/-
*Meal Coupon –Refer EN1	1100/-	13200/-
Conveyance Allowance	1600/-	19200/-
Sub Total I	43893/-	526716/-
Other Components		
Medical Expenses – Refer EN3	1250/-	15000/-
Provident Fund (Company Contribution on Basic Salary)	1212/-	14544/-
Leave Travel Allowance – Refer EN4	1500/-	18000/-
Performance Effectiveness Pay (PEP) – [20%]Refer EN5	2020/-	24240/-
ITC Products & Services discount scheme – Refer EN6	125/-	1500/-
Sub Total II	6107/-	73284/-
Total	50000/-	600000/-

Explanatory Notes:

- 1) Sodexo Meal Coupons - Coupons pertaining to a month will be distributed to the employees in the subsequent month (E.g. Rs.1100/- for the full month of November, will be distributed in the first week of December). However in cases where there is no full month of service (on account of Secondment/Exit, the prorated value will be paid as part of salary).

*For those locations where Sodexo Meal Coupons facility is not available, the same will be added to Supplementary allowance and paid along with salary after applicable tax.

- 2) Medical Insurance for Self/Family (Spouse, 2 dependent children upto age of 24 years) will be covered under Company's - Group Health Insurance scheme, with a sum insured value of **Rs. 3,00,000/-** per annum. Option to cover parents on payment of premium by Employee with attractive benefits.

You will also be covered under the group accident insurance policy of the company, with a sum insured value of **Rs.10 Lakhs**.

- 3) Medical Expenses - You shall be entitled for medical expenses for self & Family (Spouse, Kids & Parents) @ **Rs.1250/-** per month and shall be paid as part of monthly salary; on submission of bills/receipts, tax exemption will be given as per the IT Act as applicable.