



Together forward

OFFER

Name : Mr.Mahesh
 Business & Location : Executive & COIMBATORE
 Department : PRINTING
 Offered Designation : CRM
 Reporting To : Mr. Mohan Reddy

| Components | | Amount (Rs.) | Reference No. for Notes |
|---|--|--------------|-------------------------|
| Basic (A) | | 180,000.00 | - |
| HRA (B) | | 72,000.00 | - |
| <u>Total Allowances</u> | | | |
| Special Allowance | | 108,000.00 | |
| Total Allowances Total (C) | | 108,000.00 | - |
| <u>Retirals</u> | | | |
| PF @ 12% of Basic (A) | | 34,560.00 | |
| Gratuity @ 5% of Basic (A) | | 9,000.00 | |
| Retirals Total (D) | | 43,560.00 | - |
| "Gross Annual Compensation (A+B+C+D)" (E) | | 360,000.00 | - |
| Estimated Variable Bonus @ 8.33% of GAC (A) (F) | | 14,940.00 | - |
| Estimated CTC (E+F) (G) | | 374,940.00 | - |

Note:

Bonus has been estimated @ 8.33% of Individual basic considering the Incentive Trend in the last 3 years for budgeted Individual and Business performance and variable pay has been estimated considering the 100% target achievement. The actual incentive will be calculated based on Individual and Business performance for the given year and can be variable as per management decision. The bonus amount is paid annually.