

Date : 12-Feb-2021

Optum Global Solutions (India) Private Limited Mahesh Bethu Senior Quality Analyst Grade 26 DOJ : 17-Feb-2021		
	ANNUAL	MONTHLY
BASIC	601,002	50,083
HRA	300,501	25,042
FLEXI	601,002	50,083
MEAL CARD	-	-
FUEL REIMBURSEMENT	-	-
LEAVE TRAVEL ALLOWANCE	-	-
	-	-
	-	-
	-	-
SPECIAL ALLOWANCE	601,002	50,083
TOTAL FIXED SALARY	1,502,504	125,209
Target RRP (AT 100%)	225,376	18,781
PF (Employer's Contribution)	72,120	6,010
ESI (Employer's Contribution)	-	-
CTC	1,800,000	150,000

Jyoti Devi
Talent Acquisition Team

Mahesh Bethu
Candidate Name

Please Note:

- 1) Gratuity would be paid as per Payment of Gratuity Act (over and above CTC)
- 2) Employees would be entitled to Medical / Health Insurance, Life Insurance, Accidental Death and Disability Insurance benefits as per the Company policy (Over and above CTC)
- 3) Take home salary will be net of PF & Income Tax deductions. Income Tax deduction depends on employee declaration and proofs submission under various components permissible as per Income Tax Act. Also, the monthly take home would be impacted depending on the reimbursements claims every month
- 4) Please understand that no payment under the Rewarding Results Program (RRP) plan is guaranteed, and is subject to attainment of corporate and business unit financial performance thresholds as well as individual performance ratings attained for the year in addition to OGS and Company discretion.
- 5) For the Provident Fund, the employees would contribute an amount equal to that of the employer and the same would come of the Total Fixed Salary of the employee (the current rate of contribution is 12% of the Basic Salary)
- 6) As per the latest income tax rules, fuel reimbursement for employee owned car is tax free maximum upto INR 1,800 or INR 2,400 per month for car with engine capacity upto 1.6 ltr and above 1.6 ltr respectively.
- 7) LTA will be payable once in a year as governed by our internal policy.
- 8) If monthly salary of an employee is less than or equal to 21000, the employee will be eligible for ESI.
- 9) Maximum eligible annual limit for components part of the flexi basket are:

-- Meal Card (SODEXO)	INR 13,200
-- LTA (Grade 25 & above)	One Month Basic
-----	75% of Annualized Flexi Limit (As per the Company policy)
-- Fuel Reimbursement	
2 Wheeler (Grade 25 and above)	INR 10,800
4 Wheeler (Grade 25 To 29)	INR 84,000

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