Date : 05-Jun-2018

Optum Global Solutions (India) Private Limited		
Pandavulu Malireddi | Senior Software Engineer | Grade 26 | DOJ : 02-Jul-2018		
	ANNUAL	**MONTHLY**
BASIC	364,489	30,374
HRA	182,245	15,187
FLEXI	**364,489**	**30,374**
MEDICAL	-	-
SODEXHO	-	-
FUEL REIMBURSEMENT	-	-
LTA	-	-
	-	-
	-	-
SPECIAL ALLOWANCE	364,489	30,374
TOTAL FIXED SALARY	**911,223**	**75,935**
TARGET RRP (At 100%)	136,683	11,390
PF (Employer's Contribution)	43,739	3,645
ESI (Employer's Contribution)	-	-
CTC	**1,091,645**	**90,970**

Syed Razi Ahmed   **Pandavulu Malireddi**

Talent Acquisition Team   **Candidate Name**

Please Note:

1) Gratuity would be paid as per Gratuity Act (over and above CTC)

2) Employees would be entitled to health and personal accident insurance benefits as per the Company policy (over and above CTC)

3) Take home salary will be net of PF & Income Tax deductions depending on you savings under various schemes. Also, the monthly take home would be impacted depending on the reimbursements claims every month.

4) Please understand that no payment under the RRP / QRRP 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)

6) Maximum eligible annual limit for components part of the flexi basket are:

MEDICAL ALLOWANCE	15,000
SODEXHO	13,200
LTA (Grade 25 & above	One Month Basic
FUEL REIMBURSEMENT (Grade 25 to 29)	84,000
FUEL REIMBURSEMENT (Grade 30 & above)	102,000

7) As per the lastest income tax rules, fuel reimbursement for employee owned car is tax free maximum upto 1800 or 2400 pm for car with engine capacity upto 1.6 ltr and above 1.6 ltr respectively

8) LTA will be payable once in a year as governed by our internal policy

9) If monthly salary of an employee is less than or equal to 21000, the employee will be eligible for ESI