

**Annexure I**  
**REF:AL/THBS/0821/148**

**Salary Structure – Confidential**

|                        |                                       |                |            |
|------------------------|---------------------------------------|----------------|------------|
| <b>Emp Name:</b>       | Prajwal S M                           | <b>Team:</b>   | NBU - CDEC |
| <b>Designation</b>     | Associate Software Engineer - Trainee | <b>Level:</b>  | D0         |
| <b>Effective Date:</b> | 30-Aug-2021                           | <b>Emp Id:</b> | 6021       |

| <b>Pay slip Components</b>                 | <b>Monthly</b> | <b>Yearly</b>  |
|--|----------------|----------------|
| Basic                                      | 15,000         | 180,000        |
| HRA  | 6,000          | 72,000         |
| Meal Allowance (Refer Note 1)              | 1,000          | 12,000         |
| Supplementary Allowance (Refer Note 2 & 3) | 4,146          | 49,748         |
| Education Allowance (Refer Note 4)         | 200            | 2,400          |
| <b>Total Monthly (A)</b>                   | <b>26,346</b>  | <b>316,148</b> |

|                           |              |               |
|---------------------------|--------------|---------------|
| <b>Retiral Benefits</b>   |              |               |
| Provident Fund            | 1,800        | 21,600        |
| Gratuity                  | 721          | 8,652         |
| <b>Total Retirals (B)</b> | <b>2,521</b> | <b>30,252</b> |

|                            |               |                |
|----------------------------|---------------|----------------|
| <b>Other Benefits</b>      |               |                |
| Medical Insurance          | 300           | 3,600          |
| <b>Other Benefits (C)</b>  | <b>300</b>    | <b>3,600</b>   |
| <b>Total Gross (A+B+C)</b> | <b>29,167</b> | <b>350,000</b> |

|   |               |
|---|---------------|
| <b>Performance Based Variable Pay Upto</b>    |               |
| <b>** Performance Linked Variable Pay (D)</b> | <b>50,000</b> |

*Sheela*

**Prepared By:** Sheela Chougala  
**Date:** 30-Aug-2021

**Note:**

|    |   |
|----|---|
| 1  | Meal Vouchers can be opted for by the employee. In such event, Meal allowance will not be paid part of salary   |
| 2  | Supplementary allowance includes Leave Travel Allowance (LTA) amount of Rs. 20,000 p.a., as eligible for your level/grade. As and when you travel on leave and submit the expenses statement with supporting receipts, benefits can be availed as per Sec 10(5) under the Income Tax Act. |
| 3  | Supplementary allowance also includes Gift Vouchers given on any occasion as decided by the Company, upto a maximum of Rs. 5,000 p.a. for which an exemption is eligible per Rule 3 of Income Tax Rules/Act.  |
| 4  | Education Allowance to meet the cost of children's education and it is not taxable to the extent of Rs. 100 p.m. per child (for a maximum of 2 children) as per Income Tax Act.   |
| ** | Amount shown is indicative. It will vary depending on Yours and Company's performance and will be paid as part of performance appraisal system.   |

*PrajwalSM*