

## Annexure I

## Salary Structure - confidential

<b>Emp Name:</b>	Praveen K	<b>Team:</b>	SES
<b>Designation:</b>	Senior Software Engineer	<b>Level:</b>	D3

<b>Payslip Components</b>	<b>Monthly</b>	<b>Annual</b>
Basic	25000	300000
HRA	10000	120000
Conveyance Allowance	1600	19200
Meal Allowance (Refer Note. 1)	1000	12000
Medical Reimbursement (Refer Note. 2)	1250	15000
Supplementary Allowance (Refer Note. 3 & 4)	20348	244177
<b>Total Monthly (A)</b>	<b>59198</b>	<b>710377</b>
<b>Retiral Benefits</b>		
Provident Fund	1800	21600
Gratuity	1202	14423
<b>Total Retirals (B)</b>	<b>3002</b>	<b>36023</b>
<b>Other Benefits</b>		
Medical Insurance	300	3600
<b>Total Benefits (C)</b>	<b>300</b>	<b>3600</b>
<b>Total Gross (A+B+C)</b>	<b>62500</b>	<b>750000</b>
<b>Variable Pay</b>		
** Performance Linked variable Pay (D) Upto		75000

Prepared by: Kiran Jason Samuel

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Note:	
1	Meal Vouchers can be opted for by the employee. In such event, Meal allowance will not be paid part of salary.
2	Tax benefits can be availed for Medical Expenses incurred by submitting proof of such expenditure as per the limits prescribed under section 10 of Income Tax Act.
3	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.
4	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.
**	Amount shown is indicative. It will vary depending on Yours and Company's performance and will be paid as part of performance appraisal system.

The Company reserves the right to adjust, cancel or modify the terms of any of the schemes as and when deemed necessary.