


<div> Aspire Systems (India) Private Limited  </div>		
Annexure: Compensation and Benefits Plan (Interim)		
Description	Monthly	Annualised
Salary Components (A)		
Basic	24,800	297,600
House Rental Allowance	12,400	148,800
Bonus	0	0
Special Allowance	25,507	306,088
Retirals (B)		
Aspire Contribution to PF *	2,976	35,712
Gratuity	1,192	14,308
Gross Income (A+B)	66,875	802,508
Group Medical Insurance Premium**		5,000
CPVP Annual ***		42,500
Annual CTC		850,008

You may chose the final CTC and IT structure with Flexi benefits in the Payroll system

* Equivalent amount will be deducted as part of employee contribution towards PF

** Aspire Medclaim policy is intended to provide group cover for you and your dependents (Spouse and 2 kids). The sum insured is INR 3,00,000/- as a family floater. Policy covers pre-existing diseases without any waiting period for all hospitalization expenses from day one of your joining. The complete details of Medclaim policy will be shared on the date of joining.

FLEXI-BENEFIT PLAN - Component Covered
<ul style="list-style-type: none"> • LTA • Food Coupons • Telephone Reimbursement • Car Lease • Fuel • Maintenance • Driver

The components mentioned under Flexi Benefit Plan will be part of the CTC. The monthly limits will vary based on annual ctc. The employees can choose the components suited to their needs.