

Name: Mahesh Kumar

Grade: T1

Designation: Engineer



Date of Issue
October 4, 2017

Note: The purpose of this document is only to enumerate the proposed salary and its break-up along with key benefits being offered by EUTUXIA TECH. Formal Appointment Letter will be released once an acceptance to this is received. In case we do not receive an acceptance within 3 days from its date of issue, the same will stand automatically withdrawn.

Components	Annual	Monthly
Basic Salary	2,39,674	19,973
Flexible Benefits (FBP)	1,90,444	18,578
Half Yearly Incentive (Fixed)	70,000	5,833
Sub Total		44,384
Provident Fund (Company Contribution)	23,400	
Gratuity	14,490	
Accident & Medical Insurance	18,000	
Annual Total Compensation (ATC)	5,56,008	
One time Joining Bonus** to be paid on completion of 3 months provided you join by 04.10.17		25,000
One time Joining Bonus** to be paid on completion of 6 months provided you join by 04.10.17		25,000

**All amount paid shall be recovered in full in case employment ceases within the 1st year of employment & 50% if in the 2nd year.

Company Contribution towards Benefits	(Approx. Amount)
Accident & Medical Insurance	32,510
Life Insurance	5,947
Cafeteria Services	47,520
Sub Total	85,977

Benefits:

- > Medical Insurance (floater) for self, spouse, children & parents / parent in laws: **5 lac.**
- > Accident Insurance for self only: Rs. **20 lac.**
- > Term Life Insurance for self only: T0 to T1: **20 lacs**, T2: **30 lacs**, T3: **50 lacs**, T4: **70 lacs**, T5: 1 Cr & T6: 1.5 Cr.
- > Gratuity: Is payable to an employee whenever he / she leaves **after completion of 5 years**, as per **Gratuity Act**.
- > Cafeteria: Free of cost lunch facility at its cafeteria.
- > Company Lease: Company would pay the security and advance (usually equivalent to six months rent) and recover from salary over 24 months.
- > 14 days Casual/Sick Leave (CL) and 18 days Privilege Leave (PL) per year - prorated. Holidays falling in-between are not counted.

Note:

- > The Performance review cycle is January – December.
- > The Compensation review cycle is April – March. While deciding the ATC for candidates joining between October - March period, the compensation committee, builds in the projected salary increase for next year. As such these candidates are not included in the compensation review cycle immediately after their joining HSPL.
- > Half Yearly Incentive (HYI) will be paid on monthly basis (prorated).
- > There will not be any cash reimbursement in lieu of the benefits in case you do not wish to opt for one or more of the benefits mentioned above.
- > You have the choice to take FBP as a non-taxable amount to the extent you provide bills towards HRA, LTA, Additional Insurance Purchase and Professional Development Allowance. It would however be governed by the IT rules.

Organization Structure			
Grade	Engineering		Support
T6	AVP	Chief Engineer	AVP
T5	Director	Systems Design Engineer	Director
T4	Engineering Manager	Sr. Principal Engineer	Manager
T3	Principal Engineer		Assistant Manager
T2	Sr. Engineer		Sr. Executive
T1	Engineer		Executive
T0	Engineer Trainee		Trainee