

Annexure I
REF:AL/THBS/0821/74
Salary Structure – Confidential

Emp Name:	Lakshmanan Ramanathan	Team:	NBU - CDEC
Designation	Associate Software Engineer - Trainee	Level:	D0
Effective Date:	23-Aug-2021	Emp Id:	5947

Pay slip Components	Monthly	Yearly
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
Total Monthly (A)	26,346	316,148

Retiral Benefits		
Provident Fund	1,800	21,600
Gratuity	721	8,652
Total Retirals (B)	2,521	30,252

Other Benefits		
Medical Insurance	300	3,600
Other Benefits (C)	300	3,600
Total Gross (A+B+C)	29,167	350,000

Performance Based Variable Pay Upto	
** Performance Linked Variable Pay (D)	50,000


Prepared By: Sheela Chougala

Date: 23-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.