

<b>ANNEXURE I</b>		
NAME: Pushpendra Rajotya	DATE: 07-Jan-2019	
EMP NO:	DOJ: 21-Jan-2019	
DESIGN: System Analyst	GRADE: G5	
<b>w.e.f. 21-Jan-2019</b>	<b>Monthly</b>	<b>Annual</b>
<b>Fixed components :</b>		
Basic	31,250	3,75,000
HRA		1,87,500
Conveyance		19,200
Flexible components <sup>1</sup>		5,23,550
Medical Allowance	1,250	15,000
<b>Total - Fixed Components</b>		<b>11,20,250</b>
<b>Variable Components :</b>		
Variable amount on Individual Performance <sup>2</sup>		62,500
<b>Total – Variable Components – at maximum</b>		<b>62,500</b>
<b>Other Annual Benefits</b>		
Medical Insurance premium contribution <sup>5</sup>		3,500
<b>Retiral Benefits</b>		
Gratuity premium contribution <sup>4</sup>		18,750
Provident Fund @12% of Basic	3,750	45,000
<b>Total</b>		<b>63,750</b>
<b>Total Cost To Company</b>		<b>12,50,000</b>

**Notes:**

1. You will be able to split your entire flexible component amount into various elements in line with the Company guidelines.
2. Individual variable payment, if applicable, will be paid as per Hexaware Variable Payout policy.
3. Statutory Bonus will be payable along with the monthly salary.
4. You will be eligible for benefits under the Gratuity Scheme of Hexaware Technologies Limited, subject to a minimum of 5 years of continuous service with Hexaware.
5. You will be covered for Mediclaim insurance under the Group Hospitalization scheme of the Co.