

## SALARY STRUCTURE

**Designation : Sr. Software Developer**

**Skill Level/ Grade: RL 6/ Member**

<b>CTC Per Annum</b>	<b>2,800,000</b>
<b>Performance Bonus (Paid Yearly)</b>	
<b>Meal Card Opt-in +</b>	<b>No</b>
<b>Base Per Month MBC + Retirals</b>	<b>Base per Annum ABC + Retirals</b>
<b>233333</b>	<b>2,800,000</b>

! Components in salary structure are indicative and are applicable at this point of time. Components within base compensation might change. However, there won't be any change in the sub totals of base compensation, performance bonus and total of CTC. CTC is inclusive of the variable component.

+ Meal Card (food coupons) is optional and is applicable for those whose monthly base compensation is equal or higher than INR 50,000 PM. Meal card is a part of the CTC.

# Additional benefits are not part of CTC and applicable as per current benefit program

<b>!Components</b>	<b>Monthly</b>	<b>Annual</b>
Basic	93,333	1,119,996
HRA	37,333	447,996
Special Allowance	79,200	950,400
Ex gratia (Statutory Component)	7,778	93,336
Meal Card +	-	-
<b>Base Compensation (MBC / ABC)</b>	<b>217,644</b>	<b>2,611,728</b>
PF Company contribution	11,200	134,400
ESI Company Contribution	-	-
Gratuity	4,489	53,872
<b>Retirals Total</b>	<b>15,689</b>	<b>188,271</b>
<b>Gross Salary (base comp - meal card)</b>	<b>217,644</b>	<b>2,799,999</b>
Less PF Employee Contribution	11,200	
Less Professional Tax	200	
Less ESI Contribution	-	
TDS*		
<b>Net Salary</b>	<b>206,244</b>	
<b>! Base (BC + Retirals)</b>	<b>233,333</b>	<b>2,799,999</b>

# **Benefits** (Additional Benefit as per current benefit program)

<b>Policy</b>	<b>Entitlement</b>	<b>Coverage-(INR)</b>
Mediclaime – Health Insurance	You, Your Spouse & Your Children	<b>300,000</b>
Personal Accident Insurance	You	<b>200,000</b>
Life Insurance	You	<b>5,223,456</b>

Free drop facility upto 20 KM from office for employees leaving office between 10:30 PM - 5:00 AM