

CTC Annexure				
Emoluments and Benefits for the grade of Manager (for Suraj Jaiswal)				
COMPENSATION	HRA		Company Leased Accomodation	
	P.A. (Rs)	P.M. (Rs)	P.A. (Rs)	P.M. (Rs)
Basic	3,07,860.00	25,655.00	3,07,860.00	25,655.00
Basket of Allow ance	5,71,740.00	47,645.00	4,17,816.00	34,818.00
Bank's PF Contribution	36,948.00	3,079.00	36,948.00	3,079.00
Gratuity *	14,808.00	1,234.00	14,808.00	1,234.00
Location Pay <sup>#</sup>	1,07,751.00	8,979.00	-	-
Cost of Lease (Security Deposit + Rent)	-	-	3,16,800.00	26,400.00
<b>Total Fixed Pay</b>	<b>10,39,104.00</b>	<b>86,592.00</b>	<b>10,94,232.00</b>	<b>91,186.00</b>
<b>Benefits:</b>				
Group Mediclaim Policy and Term Life Insurance	8,100.00	-	8,100.00	-
Loan Benefits	81,168.00	-	81,168.00	-
<b>Total Fixed Pay + Value of Benefits</b>	<b>11,28,372.00</b>	<b>-</b>	<b>11,83,500.00</b>	<b>-</b>

# - Location Pay is dependent on the posted location of the employee and is liable to change in case an employee is transferred to some other location subsequently

Details of Benefits				
Loan Benefit Eligibility				
Type of Loan	Eligibility	Loan Amount (in Rs.)	Rate of Interest	Remarks
Housing Loan	Upon Confirmation	25,00,000.00	4% (Compound Int.)	For takeover loans, the repayment will be 240 months or the balance service period (in months) left, whichever is less.
Vehicle Loan	Upon Confirmation	3,00,000.00	6% (Simple Int.)	For takeover loans, the repayment will be the residual period of the original sanction term, or 120 months, whichever is less, with Principal and Interest instalments in the ratio of 7:3.
Note: Loan benefits cannot be encashed if not availed.				
Insurance Details				
Type of Insurance	Insurance Cover (in Rs)		Remarks	
Group Mediclaim Insurance Policy	4,00,000.00		Employee plus 3 dependants are covered under the floater policy. Additional 2 dependants can be covered for an additional premium.	
Group Term Life Insurance Policy	60,00,000.00		Only employee is covered, a part of the annual premium is borne by the employee	
The Insurance coverage under all the above policies will be available subject to completion of all formalities in connection with your appointment and fulfillment of requirements of the Insurance Company.				
Mobile Benefit				
You will be eligible for mobile reimbursement (Including Data Service) as per company policy.				
Gratuity *				
You will be eligible for gratuity payment as per the provisions of The Payment of Gratuity Act i.e. after rendering five years of continuous service with the Bank or any of the group entities.				
Provident Fund				
The Bank will contribute an amount equivalent to the prescribed rate towards Provident Fund. An equal amount will be deducted from your salary and paid to the Provident Fund Trust of Axis Bank Limited.				
Voluntary Provident Fund (VPF)				
The Bank has a voluntary provident fund scheme wherein you will be eligible to voluntarily contribute to the Provident Fund Trust, in addition to the statutory requirement. Such contribution is eligible to earn the same rate of interest as statutory contribution.				
Other Benefits				
Performance Bonus	Performance linked bonus pay / Annual Incentive Plan/ESOPs (as applicable), will be paid/given as per the			

**/ Annual Incentive  
Plan (as may be  
applicable)**

Company's policy, subject to your being a confirmed employee as per the current year policy. The payouts will be based both on individual performance and organization's performance.