

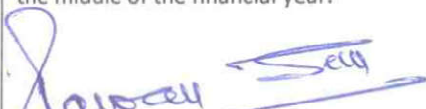
ANNEXURE 'A'


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COMPENSATION & BENEFITS SHEET		
Name:	Durga Prasad K V	
DOJ/DOA:	Monday, April 13th 2015	
Grade:	L6	
Division	Engineering Software & Services Group	
Department:	Design & Validation Solutions	
Designation:	Sr Product Sales Engineer	
Components	CTC (P.M) Roundedoff	CTC (P.A)
Basic Plus DA	10,800	129,600
HRA	6,480	77,760
City Compensatory Allowance	4,320	51,840
Transport Allowance	3,000	36,000
Executive Allowance	4,500	54,000
Uniform Allowance	1,500	18,000
Books & Periodical Allowance	1,250	15,000
Children Education	1,750	21,000
Special Allowance	2,000	24,000
Medical Allowance/Reimbursement	1,250	15,000
Food Allowance/ Reimbursement	1,250	15,000
Entertainment Allowance	1,500	18,000
Hard Furnishing Allowance	1,000	12,000
Bonus	900	10,800
Gross	41,500	498,000
Company Contribution to PF	1,296	15,552
Company Contribution to ESI	-	-
Fixed Salary (A)	42,796	513,552
Performance Linked Pay (PLP)		
a) Group Performance	1,800	21,600
b) Company Performance	1,350	16,200
c) Variable Pay	4,500	54,000
Total PLP* (B)	7,650	91,800
Gratuity** (C)	519	6,231
Cost to the Company (CTC) - A+B+C	50,965	611,583

Please note the following:

1. Your compensation is strictly confidential & for any clarifications contact HR department only.
2. Discussing your compensation with any one in the company other than HR will be dealt with seriously and appropriate disciplinary action will be taken.
3. *Eligibility for payment under PLP is purely as per the prevailing policy of the company
4. ** Payable as per the Payment of Gratuity Act, 1972.
5. Medical & Food can be claimed as allowance or reimbursement (if any). Once chosen, the same cannot be changed in the middle of the financial year.


Pawan Seth
 Director


 15/04/15.