



Name : Vittal Kamkar

Designation : Sr Software Engineer

Band : Lead Professional Band

Date of Joining : TBD

Location : Bangalore

| Component | Amount per annum (INR) | Remarks |
|--------------------------------|------------------------|--|
| Basic Salary | 640000 | 40% of total salary |
| Provident Fund | 76800 | 12% of basic salary |
| Flexible Components | 883200 | Components to be determined by employee basis guidelines |
| Total Fixed Compensation | 1600000 | |
| Target Variable Pay-VCP Amount | 160000 | |
| Target Total Compensation | 1760000 | |

Benefits:

- Health Insurance for Self and Family as per policy
- Life & Personal Accident Insurance as per policy
- Gratuity over and above Compensation as per policy

As a part of GE India's Total Rewards Philosophy, we offer you the flexibility to select benefits within a pre-designed structure that are most suitable to your life stage, lifestyle and specific responsibilities. You are advised to complete your benefit selections and dependents declaration within 30 days of joining.

The amount mentioned above in the Flexible components can be assigned by the employee as per the following norms:

House Rent Allowance / CLA entitlement Upto 60% of Basic Salary

Self-Car Reimbursement On actuals, subject to overall cap of INR 28,800 (Fuel & Maintenance expenses for personal vehicle), if conveyance allowance is not claimed

Conveyance Allowance INR 19,200 per annum, if self-car reimbursement is not claimed and employee does not avail company car lease

Medical Reimbursement Upto Rs 15,000 per annum

Leave Travel Allowance On actuals

National Pension System ("NPS") 10% of Basic Salary

Special Allowance Residual amount of Total Fixed Compensation

Within flexible components, employee can also opt for Company Car Lease (subject to a maximum car value defined by lease tenure) and Fuel & Maintenance expenses on actuals as per limit defined in the policy. For details, refer to the company car lease policy.