

Name : Sourav Das		Date : 29-Jul-10
Grade : A-1-3		Location : Pune
COMPONENTS	P.A.	P.M.
MONTHLY REMUNERATION		
Basic		15,315
H.R.A.		7,658
Medical		1,250
Conveyance		0
Educational		200
Limit Under Flexi Scheme		28,069
Additional Pay		2,550
Performance Linked Pay(PLP)	90000	7,500
Sub Total (A)	750504	62,542
ANNUAL BENEFITS		
Leave Travel Assistance (LTA)	10,000	
Sub Total (B)	10,000	833
RETIRALS		
Provident Fund (PF) (Co.Conbn)		1,838
Gratuity		737
Sub Total (C)	30893	2,574
FIXED (A+B+C)	791,397	
Annual Incentive (AI)	109,200	
CTC	900,597	
<u>Annual Incentive : (AI)</u>		
Your Maximum Annual Incentive is Rs. 109200 Payment will be made as per the 'Annual Incentive Plan' of the Company, to employees who are on the rolls of the Company as on 1st October of the following year. The actual amount of Incentive payable will depend on your performance. This amount is inclusive of Bonus payable; if any under the Payment of Bonus Act (1965) including any amendments thereto.		
<u>Hospitalisation :</u>		
Employee, spouse and dependant children (maximum two) below 21 years will be covered by a Group Medclaim Policy for a maximum amount of Rs.100000/- pa.		
<u>Notes :</u>		
* Basic and Special Allowance, if any, will be reckoned for PF and Leave Encashment as per rules.		
* For all other computations, including superannuation, only Basic will be reckoned.		
* Location allowance, which is over and above the base salary, is payable wherever eligible.		
* Adhoc allowance is adhoc in character which may either increase or decrease with change in basic and grade. This allowance can also be changed in lieu of introduction of any additional benefit (including any salary linked benefit/ allowance).		
* Income Tax will be deducted at source wherever applicable. In case of HRA, employees will have to provide necessary documents to the department in respect of the actual rent paid by them for computation and deduction of Income Tax.		
#REF!		
* Group Accident Insurance for 6 lacs (under this policy, you will be under insurance coverage against any accidents round - the - clock)		
* Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowance will be governed by the rules and regulations of the Company as may be applicable from time to time.		