

| Name : Sourav Das | | Date : 3-Aug-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 | | 6,670 |
| Advanced Guaranteed Variable in India (AGVI) | 32760 | 2,730 |
| Performance Linked Pay (PLP) | 90000 | 7,500 |
| Sub Total (A) | 832703 | 69,392 |
| 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) | 873,597 | |
| Annual Incentive (AI) | 76,440 | |
| CTC | 950,037 | |
| Annual Incentive : (AI) | | |
| 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. | | |
| * Advance Guaranteed Variable in India (AGVI) is part of the annual incentive amount that is committed and paid in advance on a monthly basis. | | |
| Hospitalisation : | | |
| Employee, spouse and dependant children (maximum two) below 21 years will be covered by a Group Mediclaim Policy for a maximum amount of Rs.100000/-pa. | | |
| Notes : | | |
| * 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. | | |