

Name	Sudeepta Sarkar
Job Title - Grade	Trainee-T1
Work Location	Hyderabad, India
Date of Joining	01st March, 2022

Compensation Details		
Salary Components	Average Monthly	Annual
Basic Salary	8,830	105,965
House Rental Allowance	3,532	42,386
Transport Allowance	4,000	48,000
Medical Allowance	743	8,920
Meal Vouchers	0	0
Other Allowance	0	0
Provident Fund (EPF) Employer Contribution ¹	1,950	23,400
ESI Employer Contribution ²	813	9,750
Performance Bonus ³	2,208	26,491
Total (A)	22,076	264,912
Shift Allowance ⁴	4,000	48,000
Group Medical Insurance (INR 2,00,000 cover) ⁵		0
Group Accident Coverage (INR 5,00,000 cover) ⁵ & Group Term Life Insurance		1,000
=		5,097
Benefits (B)	4,000	54,097
Total Cost To Company CTC (A+B)		319,009

¹ **Employer Provident Fund Scheme:** Employer contribution (12%) is a part of the CTC mentioned above. Employee's contribution will be deducted from the CTC. Both contributions will be credited to your EPF account as per statutory requirements.

² **ESI Coverage:** As per the statutory requirements from the Employee State Insurance corporation, Employer contribution is 4.75% of the base salary which is a part of the CTC. Employee contribution of 1.75% will be deducted from the CTC. Both the contributions will be credited to your ESI account. Please note that you will be eligible for ESI, if your base salary is within the limits outlined in the Employees State Insurance Act, 1948.

³ **Performance Bonus:** Performance Bonus payment is calculated based on the achievement of various individual and company performance objectives. This payout occurs quarterly after a structured evaluation.

⁴ **Shift Allowance:** An additional allowance is provided to employees who work in the night shift. This allowance is not disbursed when the employee moves out of the night shift or when the employee is working remotely.

*Allowance payout will vary based on actual shifts worked Upto INR.4000

⁵ **Insurance Coverage:**

- Annual Medical Insurance (INR 2,00,000 cover) - This cover is extended to employee and immediate Family (Spouse and Children only)
- Personal Accident Coverage (INR 5,00,000 cover)
- Group Term Life Insurance Cover (INR 5,00,000 cover)

⁶ **Gratuity** will be payable according to the Gratuity Act.

Deductions per month from Gross Salary include Professional Tax, PF, ESI and Income Tax as per statutory requirements.

Timings: Based on rotation

Guaranteed Out-Clause: 12 Months

Probation: Please note that you will be on probation for the first 3 months of joining.

Notice Period: Upon resignation, it is mandatory to serve a notice period of eight weeks.

Notwithstanding anything mentioned herein above or during other modes of communication held with you, the Company hereby brings to your attention that this document, along with the terms mentioned herein shall be treated as non-binding as an **invitation to offer**.