

Name :	SEBASTIAN CHEN
Designation :	Sr. Representative, Operations
Comp Grade :	11

Annexure - A

01	Assured Gross Salary	Monthly	Annual
	Basic Salary	Rs. 15,000	Rs. 180,000
	House Rent Allowance	Rs. 6,000	Rs. 72,000
	Special Allowance	Rs. 11,478	Rs. 137,742
	Employer's contribution to PF ***	Rs. 1,800	Rs. 21,600
	Total Assured Gross	Rs. 34,278	Rs. 411,342
02	Variable Earnings*****	Monthly	Annual
	Monthly Incentive Maximum	Rs. 2,500	Rs. 30,000
	Variable Earnings [Minimum]	Rs. 0	Rs. 0
	Variable Earnings [Maximum]	Rs. 2,500	Rs. 30,000
03	Gratuity***	Rs. 722	Rs. 8,658
04	Earning Potential [1 + 2 + 3]	Monthly	Annual
	CTC with variable earnings at minimum	Rs. 35,000	Rs. 420,000
	CTC with variable earnings at maximum	Rs. 37,500	Rs. 450,000

*****Statutory Contributions :**

All Statutory Contributions / Deductions [Only to the extent applicable] will be made and deposited with relevant authorities as per the statutory requirements. All applicable tax liability will be borne by the employee as per relevant statutory tax rules.

Gratuity will be governed by the Payment of Gratuity Act, 1972 (as and when ammended)

*******Variable Earnings :**

This forms a part of the variable pay programs and is as per the defined Company Policies. The management reserves the right to modify/ amend/ withdraw/ continue with the plans at its discretion. Performance Bonus is subject to individual performance and shall be paid - monthly/quarterly/annually as defined in the program subject to your meeting the criteria set for specific process where you have been deployed for that period. Performance Bonus and/or any other performance related incentive(s) paid will be adjusted against Statutory Bonus payable as per the Payment of Bonus Act as applicable at the time of payment.

Additional Benefits :

Hospitalization, Life Insurance and Accident Coverage as per applicable Company Policies.

This is an information statement only that does not create a contract or any legal rights. Your compensation and the various constituents are governed by the terms of Concentrix Daksh Services India Private Limited compensation plans and programs, which may be changed or withdrawn at the sole discretion of Concentrix Daksh ServicesIndia Private Limited, based on company policy and applicable law. If you believe the data shown is inaccurate, please notify your manager. This statement contains personal information, please handle appropriately.

Yours Sincerely,

Authorized Signatory

Concentrix Daksh Services India Private Limited

I agree to accept employment on the mentioned terms and conditions.

Name:SEBASTIAN CHEN

Date [DD/MM/YY] :

Signature of Candidate :