

Salary illustration sheet of monthwise earnings

Name	SEBASTIAN CHEN		Comp Grade	11	
Start Date	27/07/2022		Title	Sr. Representative, Operations	
Location	Pune		Monthly Earning Potential	37,500	
Month	Assured Salary	Deductions (PF/ESI)	*Projected Take Home (Pre Tax, Monthly Incentive)	Monthly Incentive at midpoint**	*Take-home opportunity with Incentives (Pre Tax)
1	34,279	3,600	30,679	-	30,679
2	34,279	3,600	30,679	1,250	31,929
3	34,279	3,600	30,679	1,250	31,929
4	34,279	3,600	30,679	1,250	31,929
5	34,279	3,600	30,679	1,250	31,929
6	34,279	3,600	30,679	1,250	31,929
7	34,279	3,600	30,679	1,250	31,929
8	34,279	3,600	30,679	1,250	31,929
9	34,279	3,600	30,679	1,250	31,929
10	34,279	3,600	30,679	1,250	31,929
11	34,279	3,600	30,679	1,250	31,929
12	34,279	3,600	30,679	1,250	31,929

-* Projected take home is pre tax amount. Income Tax deductions would be deducted as per applicable laws.

- ** Monthly Incentive is a variable amount and may vary depending upon the actual monthly performance data.

- Monthly Incentive is payable only after joining production. Training period may vary from process to process.

- *** StepUp increases will be governed by the Upskill policy

Important: The above is just an illustration sheet of the earnings and deductions view of first 12 months of employment and does not entitle an employee to any claims on variable pay from the employer. Management reserves the right to withdraw or amend its policies without any prior notification. Employment terms and conditions as per appointment letter shall be applicable.

I understand the salary /earning illustration and the same has been clearly explained to me.

Candidate Name :	SEBASTIAN CHEN
Signature :	
Date(dd/mm/yyyy) :	