



Appendix - A

Your CTC details are as follows:

Total Cash [A]			Per Month(INR)	Per Annum(INR)
	Basic Salary	53%	35,303	423,631
	HRA	50%	17,651	211,815
	Medical		1,250	15,000
	Flexible Pay Basket		12,405	148,857
Base Salary				799,303
NICE Bonus Plan (Target) *				66,609
Other benefits [B]				
	Gratuity	4.81%	1,698	20,377
	Employer PF	12%	4,236	50,836
	Health Insurance & Personal Accident Insurance			20,000
	Group Term Life Insurance			5,000
CTC(INR)				962,124

* You will be eligible to participate in the Company's NICE Bonus Plan. This plan reflects our pay for performance compensation philosophy, as determined by the Company in its sole discretion, which will be subject to both your individual performance during the year and the performance of the Company and it can vary between 0% and 100% of the NICE Bonus Plan (Target) and can be more than 100% for exceptional performance.

- Employee PF contribution shall be part of employee's salary and shall be deductible therefrom.

CTC - Cost to Company; INR - Indian Rupee

Salary Components	Amount
Provident Fund	12% of Basic Salary
House Rent Allowance	50% of Basic Salary
Medical Reimbursement	Up to Rs.15,000
Flexible Pay Basket/Special Allowance	Balance of Base Salary
Component under Flexible Pay Basket :	
1) Leave Travel Allowance - twice in a block of 4 years	Up to Rs.100,000 per annum
2) Meal Pass	Up to Rs.1,800 per month
3) Conveyance Allowance	Up to Rs.1,600 per month
4) Children Education Allowance - Up to 2 dependent children	Up to Rs. 100 per month
5) Gift voucher	Up to Rs. 4,999 per annum
6) Broadband/Internet allowance	Up to Rs.18,000 per annum
7) Flexibly Pay/Special Allowance	Balance