

**Emp Temp Code :** 7321411633

**Annexure I**  
**Compensation Details**

<b>Employee Name:</b>	Nelotpal Pallya
<b>Designation:</b>	Customer Care Executive
<b>Grade:</b>	Grade I
<b>Date Of Joining:</b>	June 09, 2021
<b>City:</b>	Indore
<b>Pay Components</b>	<b>Amount in Indian (INR)</b>
Basic Pay	7,895.00
Housing Rent Allowance (HRA)	₹ 4,737.00
Transport Allowance	0.00
Flexible Benefit Plan	0.00
<b>Gross Fixed Salary (1)</b>	<b>14,211.00</b>
Provident Fund (Employee) (2)	947.00
ESIC (Employee) (3)	107.00
<b>Net Take Home [1-(2+3)]</b>	<b>13,157.00</b>
Provident Fund (Employer) (4)	947.00
ESIC (Employer) (5)	462.00
Gratuity* (6)	380.00
<b>Total Fixed Cost (1+4+5+6)</b>	<b>16,000.00</b>
<b>Annual Fixed CTC</b>	192,000.00
<b>Annual Performance Pay**</b>	<b>0 % of Annual Fixed CTC</b>
<b>Annual Performance Linked Incentive (PLI)</b>	12,000.00
<b>For CRM Services India Private Limited,</b>  <b>Preeti Acharya</b> <b>Senior Vice President - Recruitment</b>	
<b>*Gratuity</b> shall be payable as per "The Payment of Gratuity Act". <b>**Performance Pay</b> will be payable subject to assessed performance achievement level, the pay-out criteria and the frequency, as per the "Performance Pay policy/ note." <b>#Statutory Bonus</b> is paid monthly as per "The Payment of Bonus Act".	

- All Reimbursements will be paid as per prevailing Income Tax rules and company policies in effect
- The above compensation will be subject to Income Tax regulations in force from time to time .
- The above compensation is subject to deduction towards Medi-claim Insurance, transport, if/as applicable and any other statutory deduction/contribution including Professional Tax, labour
- Any Incentive payable, as part of the compensation structure or otherwise, shall have a "Minimum Attendance Threshold/Performance" as qualifying criteria for such payout.

<b>Employee Signature</b>	_____
<b>Employee Name</b>	Nelotpal Pallya