



ANNEXURE - II - Offer Fitment

Name	Ritika Malviya
Job Title	Research Executive
Global Job Band	08
Location	Mumbai, India

Details of Remunerations

Cash Salary		Monthly (in Rs.)	Annual (in Rs.)
Basic	40% of Total Base	INR 24,148.00	INR 289,781.00
HRA	50% of Basic	INR 12,074.00	INR 144,891.00
General Allowance	Balancing Figure	INR 21,251.00	INR 255,007.00
Total Cash Salary		INR 57,473.00	INR 689,679.00

Retirement Benefits		Monthly (in Rs.)	Annual (in Rs.)
Employer's Contribution to PF	The Employee contributes 12% of Basic salary to the PF A/c. This contribution is made by deducting the amount from the monthly salary. The Company also makes a contribution equivalent to 12% of the Basic salary.	INR 2,898.00	INR 34,774.00
Total Retiral Benefits		INR 2,898.00	INR 34,774.00

Total Base Salary (TBS)	INR 60,371.00	INR 724,453.00
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Total Gross Cost (TGC)	INR 60,371.00	INR 724,453.00
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Other Benefits & Variable Pay		Monthly (in Rs.)	Annual (in Rs.)
Gratuity	Basic x 15/312 Gratuity will trigger off with completion of 5 years of continuous services and is governed by the Payment of Gratuity Act, 1972. Calculation is 15 days Basic Salary for each completed year of service.	INR 1,161.00	INR 13,932.00
Insurance Premium on account of GPA, Term Life Cover & GMC (This is	This is a premium paid by the Company to its Employees under Group	INR 968.00	INR 11,615.00



an annual payment incurred by the company)	Personal Accident (GPA), Term Life Cover, & Group Medclaim Policy (reference Group policies which may entail changes time to time and is valid only during your time of service in Nielsen) . Amount may vary as per the premium decided during renewal every year		
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Hypothetical Cost to Company (CTC)	Monthly (in Rs.)	Annual (in Rs.)
	INR 62,500.00	INR 750,000.00