

Kohler Power India Private Limited

(Formerly: Lombardini India Private Limited)

Corp. Office: No. 701, 702, 7th Floor, Pentagon Tower P5, Magarpatta City, Hadapsar, Pune 411013, Maharashtra, India

+91 (20) 6649 7101 CIN: U74110MH2001PTC131781 GSTN: 27AAACL6740M1Z7

To

Shubhada Ghule,

Compensation Components	Explanation	TCTC Salary Structure- for Fixed Bonus and Variable Bonus (INR)
Basic Salary	35% of TCTC	180,000
House Rent Allowance (HRA)	40%of basic salary	72,000
Reimbursable Allowances	Balance	22,950
Base Salary		274,950
Bonus Level	Exec	10,800
Total Cash Compensation	Basic Salary + House Rent Allowance (HRA) + Reimbursable Allowances + Bonus/ SVA	285,750
Retirals		
Provident Fund (PF)	12% of Basic Salary	21,600
Gratuity	4.81% of Basic Salary	8,658
Total Retirals		30,258
Sales Incentive		-
TCTC Total Cost to Company		316,008

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Components of Salary Annexure

A brief explanation of components mentioned in Salary Annexure is given below

Basic Salary:

You will receive a basic salary equal to 35% of your Total Cost to Company. Basic salary is a taxable component and will be taxed as per the India tax regulations.

House Rent Allowance (HRA):

You will receive a house rent allowance equal to 40% of your Basic Salary. The amount of HRA will be taxed as per the Indian tax regulations.

Reimbursable Allowances:

You have the flexibility to alter the special allowance based on the various options provided in Reimbursable Allowances, mentioned in below Annexure

Reimbursable Allowances	Maximum Allowance Limit (Per Annum)
LTA	1-month Basic salary
Meal Vouchers (Zaggle Card)	INR 26,400 p.a. Meal passes will be free from tax up to an extent of Rs 100/- per working day, rest of the amount will be taxable.
Fuel & Maintenance	INR 21,600 pa
Company Car Lease	Buy a new car as per the company approved Car Lease program (Lease rental amount will be decided basis your selection of the Car model you wish to buy)
NPS	10% of Basic salary
VPF	Up to 100% of basic salary
Telephone expenses	INR 30,000 p.a. Includes landline usage along with internet monthly usage charges for official usage only. Doesn't include any cell phone expenses
Driver's Wages	INR 10,800 p.a.
Children Education Allowance (Reimbursement)	INR 2,400 pa (INR 1,200 pa per child)

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Provident Fund:

Provident Fund (PF) is part of retirement benefits, it is calculated at 12% of Basic salary. Kohler will contribute 12% of Basic Salary to the Provident Fund in addition to employee's contribution.

Gratuity:

You will also be eligible for gratuity as per the rules and regulations of the Gratuity Act.

Bonus/Variable Pay Program:

Your Bonus will be covered and calculated as per ITC's VPP policy.

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