



ANNEXURE 1	
Name:	SHREEJITH K
Designation:	Software Engineer 1
Grade	130
Particulars	Proposed Salary PA (Rs.)
Basic	4,70,699
HRA	2,35,349
Special Allowance	4,70,699
ANNUAL GUARANTEED CASH	11,76,747
Gratuity*	22,630
Co's Cont - PF	56,484
Performance Linked Incentive (Variable)**	94,140
COST TO COMPANY	13,50,000
* Gratuity is only applicable once the person completes 4 years 190 days in the organisation **The Performance Linked Incentive amount mentioned above is the target amount to be paid based on overall company performance and individual performance	

1) Performance Linked Incentive (AIP) : The Performance Linked Incentive (AIP) indicated in the breaks up is a performance based incentive, which gets paid annually, usually in the month of March*. The Performance Linked Incentive amount mentioned above is the target amount for next year. The payout % would depend broadly on 2 factors:

- i. Overall Company Performance on factors such as Revenue, Operating Income and Free Cash Flow against assigned targets
- ii. Your Individual Performance against assigned Goals.

* Not applicable in the first year, if the joining date is between 1st Oct to 31st Dec.

2) Group Mediciclaim Coverage Policy (GMC) - The current hospitalization Insurance Policy is enrolled with HDFC Ergo General Insurance. It covers for Hospitalization Insurance of up-to 4.00 Lacs per annum which covers Employee, Spouse, 2 Children & 2 Dependent Parent/Parents-in-law (combination not allowed). Post joining and upon submission of the required details of the dependents, individual cards will be handed over to the employee. The policy covers employee and dependents stated as above from the day 1 of Date of Joining at IQVIA.

3) Group Personal Accident Policy - in case of an Accident of employee which results in Death or Disability, the employee or the nominee of the employee shall receive up to max 5 times AGC (Annual Gross Compensation) under the Group Personal Accident policy coverage. This policy is applicable from Day 1 of joining at IQVIA.

4) Group Term Life Policy - In case of death of the employee, the nominee of the employee shall receive 3 times AGC, This policy is applicable from Day 1 of joining at IQVIA.

5) Joining bonus - In addition to the CTC mentioned in the proposed offer, you will be paid a one-time joining bonus of INR 50,000 (Fifty Thousand Only). This amount will be paid in first month payroll. Above term of Joining bonus is subject to you being employed with us for a minimum period of Eighteen months. In case for any reason whatsoever if your employment is terminated before 18 months from the date of joining, you shall be liable to pay the Company the full amount indicated as above.