

**Subject:** Confidential Salary Advice for the month of DECEMBER - 2024**From:** "Poornam Info Vision Pvt. Ltd." <accounts@poornam.com>**Date:** 31/12/24, 15:46**To:** Jyothi R S <jyothi.rs@poornam.com>**POORNAM INFOVISION PRIVATE LIMITED**

VC VALLEY PHASE II, CSEZ PO, COCHIN, KERALA, INDIA -682037

Employee Name	Designation	Bank Account Number
<b>Jyothi R S</b>	<b>Sr. Software Engineer - Grade II</b>	<b>99980120416776</b>
Employee ID	PF Number	UAN Number
<b>2550</b>	<b>KRKCH00195560000012285</b>	<b>101817722023</b>

**SALARY FOR THE MONTH DECEMBER 2024****I. Fixed compensation**

Basic Salary + Dearness Allowance	<b>₹20432</b>
House Rent Allowance	<b>₹4086</b>
Transport Allowance	<b>₹1635</b>
Special Compensatory Allowance	<b>₹23859</b>
Term Incentive	<b>₹6800</b>

**Total Fixed Compensation ₹56812****II. Variable compensation**

Salary Arrears	<b>₹13600</b>
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**Total Variable Compensation ₹13600****Total Compensation (I+II) ₹70412****Benefits (III+IV)****III. Annual components / Retirals**

Employers Provident Fund contribution	<b>₹1800</b>
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**V. Savings and Overhead:**

Employee Provident Fund contribution	<b>₹1800</b>
Advance Recovery	<b>₹3600</b>
Pettikada Recovery	<b>₹140</b>
Employee Welfare Contribution	<b>₹100</b>

**Total Savings and Overhead ₹5640****Accrued Performance Incentives for the year FY 2024-2025 ₹2500****Net Take Home (I+II-V) ₹64772**

**III. Annual components / Retirals**

Health Insurance	<b>₹125</b>
Gratuity	<b>₹982</b>
Employers EDLI contribution	<b>₹75</b>
Employer Welfare Contribution	<b>₹100</b>
<b>Total Annual Components / Retirals</b>	<b>₹3082</b>
IV. Estimated Cost of Working meal	<b>₹5000</b>
<b>Total Benefits (III+IV)</b>	<b>₹8082</b>
<b>Cost to the Company (CTC) (I+II+III+IV)</b>	<b>₹78494</b>

Jensan T A

GM-Finance and Administration