



Regd. Office :
Bengal Eco Intelligent Park, Tower-1
Block - EM, Plot No. 3, Salt Lake City
Sector - V, 3rd & 4th Floor
Kolkata - 700 091, W.B.
TEL. : 71122334, 71122445
WEBSITE : www.haldiapetrochemicals.com
CIN : U24100WB2015PLC205383
GSTIN : 19AAGCB2001F1Z9

16 March, 2020

Mr. Arijit Mukherjee
Emp. No. 2218
Information Systems
Kolkata-HO

Dear Mr. Mukherjee,

This is to inform you that Management is pleased to implement a Compensation Review across most Management employees in the organization. Accordingly, we are glad to inform you that your Total Compensation has been reviewed and revised w.e.f. 1st March 2020 as per the annexed worksheet.

We are also happy to inform you that another compensation revision of 5% will be provided to you as per Company norms w.e.f. 1st March 2021. These compensation revisions are over and above the usual annual increments for assessment years 2019-20 and 2020-21 which will be due to you effective 1st April 2020 and 1st April 2021.

All other terms and conditions of your employment will remain unchanged.

Yours sincerely,

For Haldia Petrochemicals Ltd.

Arunava Maitra
Chief General Manager - HR

Enclosed: Salary Details

SG 11

Mr. Arijit Mukherjee
Emp. No: 2218

Annexure for the letter dated 16th March 2020

Sl. No.	Salary Components	Existing Monthly (Rs.) (as on 29.02.20)	Existing Annualised (Rs.) (as on 29.02.20)	Revised Monthly (Rs.) (as on 01.03.20)	Revised Annualised (Rs.) (as on 01.03.20)
1	Basic	39840	478080	44770	537240
2	Additional Allowance	46929	563148	50557	606684
3	House Rent Allowance	14940	179280	16789	201468
4	Children Education Allowance	200	2400	200	2400
5	Children Hostel Allowance	600	7200	600	7200
6	Conveyance Allowance	0	0	0	0
7	Location Allowance*	3025	36300	3025	36300
A	Pay Slip Gross	105534	1266408	115941	1391292
8	Leave Travel Allowance	2490	29880	2798	33576
9	Car Reimbursement	3900	46800	3900	46800
10	Medical Reimbursement-Domiciliary	1250	15000	1250	15000
B	Reimbursements	7640	91680	7948	95376
11	Company's Contribution to Provident Fund	4781	57372	5372	64464
12	Contribution to Superannuation Fund	5976	71712	6716	80592
13	Contribution to Gratuity Fund	2261	27132	2541	30492
C	Contribution towards Retirals	13018	156216	14629	175548
D	Cost to Company (CTC) (A+B+C)	126192	1514304	138518	1662216
E	Performance Linked Pay (PLP) 100%		147800		162592
F	Total Cost to Company (TCC) (D+E)		1662104		1824808

*Location allowance is not included in calculation of PLP. This is based on current place of posting. May change in case of permanent outstation transfer.

Performance Linked Pay in any year is payable based on individual and company performance.

Kolkata-HO
SG 11

Signature

Signature