


LUPIN LIMITED (BIOTECHNOLOGY DIVISION)  
 Plot No. 1196/1197/1198/1199/1200, Village - Dhotawadi,  
 SE. Maharashtra-412 118  
 Tel: +91 20 44549500  
 Fax: +91 20 44549500



COMPENSATION STRUCTURE			
Name	Sonali Shedage		
Department	Quality Control		
Grade	E1		
Designation	Officer		
	PM	PA	
A. Basic	19,112	229,344	
House Rent Allowance	8,163	97,956	
<b>TOTAL [A]</b>	<b>27,275</b>	<b>327,300</b>	
B. Provident Fund (12% of Basic)		27,521	
Gratuity (4.81% of Basic)		11,031	
<b>Total Retirals [B]</b>		<b>38,553</b>	
<b>C. Fixed Cost To Company [A+B]</b>		<b>365,853</b>	
D. Bonus / Exgratia		40,090	
<b>Total Cost To Company [C+D]</b>		<b>405,943</b>	

1. In-addition to the above, you will be covered under the following Schemes as per Company Policy:
  - a. Mediclaim Policy : This Policy covers self, parents, spouse and two children, subject to a limit of Rs.125000/- as defined by the policy
  - b. Group Accident Insurance Policy : The Insurance coverage for this grade is Rs.1000000/- as per Company Policy
  - c. Group Term Life Insurance Scheme : The Insurance coverage for this grade is Rs.600000/- as per Company Policy
2. All payments are subject to the provisions of Income Tax Act.
3. ESIC will be applicable as per Acts at the location

For *Lupin Limited*



Vishal Kulkarni

Sr. Manager - Human Resources