

**Cost Breakup for Security Services
As Per Minimum wages**

S. No	Particulars	Rate (%)	Security Sup	Security Guard
			8 Hrs	8 Hrs
A	Category		Semi-Skilled	Unskilled
1	Basic			
2	Site Performance Incentive			
3	Other Allowance			
	Total of A		-	-
B	Deductions			
1	EPF (Employee Contribution) on Basic Salary	12%	-	-
2	ESIC (Employee Contribution) on Gross Salary	0.75%	-	-
3	LWF			
	Total of B		-	-
C	Cash in Hand		-	-
D	Laibilities			
1	EPF (Employer Contribution) on Basic	13.00%	-	-
2	ESIC (Employer Contribution) on Gross Salary	3.25%	-	-
3	LWF			
	Total -C		-	-
E	Other Expenses			
1	Relieving Charges	16.67%		
2	Statutory Bonus (Min) on Basic as per Client Acceptance	8.33%	-	-
3	Leave With wages	8.89%	-	-
4	Gratuity	4.81%	-	-
5	Uniform			
	Total -D		-	-
F	Total (A+C+D)		-	-
	Payroll & Compliance Administration Expenses	5.00%	-	-
G	Total Billing Amount		-	-

General Terms of Agreement:-

- 1.) The above rates are based on existing minimum wages.
- 2.) Compliances would result in pro rate change in the above rates.
- 3.) GST as applicable (18 % Currently)
- 4.) Uniform : Our employees will be smartly turned out all the time.
- 5.) Gratuity and National Holiday extra as per actual / Government Norms