

Accelerating Growth Celebrating performance



COST TO COMPANY(CTC) FOR KUMARESHA S (52068040)	
BAND: E1	
DESIGNATION: Software Engineer	
WEF: 01-10-2024	
Monthly Components (In Rs.)	
Basic Salary	16314
House Rent Allowance/Company Leased Accommodation	7691
Holiday Allowance	499
TOTAL: Monthly (A)	24504
TOTAL: Monthly : Annualised (B)	294048
Annual Components(In Rs.)	
Provident Fund	23492
Insurance & Medical Benefits	10000
Gratuity **	9413
TOTAL: Annual (C)	42905
Variable Components(In Rs.)	
Engagement PB @ 100% achievement levels (paid monthly)*	18936
Performance Bonus @ 100% achievement levels#	22716
TOTAL: Variable Components : (D)	41652
Cost to Company (B) + (C) + (D) [Annual]	378605
* SOCIAL SECURITY & HEALTH BENEFITS [As Per Schemes]	MAX SUB-LIMITS (per annum) in Rs.
Hospitalization cost reimbursement limit	360000
Term life Insurance Cover##	2000000
Disability cover due to accident (upto)	1800000

##The EDLI coverage of INR 602,000 is over & above the Term Life Insurance coverage defined above.

** *Gratuity payable as per rules*

* Enagagement PB will be payable on a monthly basis as per EPB guidelines

Year-end Performance Bonus is not payable on prorated basis in the event of employee leaving the organization prior to the completion of the performance review cycle.

For details on any of the above, please refer "Guidelines on your compensation structure"

Note: Any Personal Tax liability arising out of compensation will be borne solely by the employee.

Your compensation details are personal and strictly confidential only to you. This should not be shared with any person other than your reporting manager and HR.

