

CTC Break up for 10.41 LPA

| | % of Basic | Amount (Rs.) |
|--|------------|------------------|
| Basic Salary | | 28,900 |
| House Rent Allowance | 50% | 14,450 |
| Company Contribution to E.P.F. / Special Pay I | 12% | 3,468 |
| Superannuation fund / Special Pay II | 15% | 4,335 |
| NPS/ Special Pay III | 10% | 2,890 |
| Leave Travel Allowance | 10% | 2,890 |
| Performance Pay | 10% | 2,890 |
| Statutory Bonus/ Ex-Gratia | 20% | 5,780 |
| Upkeep Allowance | | 8,241 |
| Total to be Paid Monthly (M) | | 73,844 |
| Total for the year (M * 12)----- [A] | | 886,128 |
| | | |
| Variable Component(s) | | |
| CPB -- % of Annual Gross Salary ----- [B] | 10.0% | 100,000 |
| IPB -- % of Annual Gross Salary ----- [C] | 0.0% | - |
| Annual Component | | |
| Provision for Gratuity----- [D] | 4% | 13,872 |
| Annual Gross Salary [A + B + C+D] | | 1,000,000 |
| | | |
| Major Benefits (Avg. Cost Per Person Per Annum) | | |
| Insurance* and Food** ----- [E] | | 41,000 |
| Cost to Company (CTC) [A + B + C + D + E] | | 1,041,000 |

CTC Break up for 12.41 LPA

| | | |
|--|-------------------|---------------------|
| | Rs: | 1200000 |
| | Proposed | |
| | % of Basic | Amount (Rs.) |
| Basic Salary | | 34,900 |
| House Rent Allowance | 50% | 17,450 |
| Company Contribution to E.P.F. / Special Pay I | 12% | 4,188 |
| Superannuation fund / Special Pay II | 15% | 5,235 |
| NPS/ Special Pay III | 10% | 3,490 |
| Leave Travel Allowance | 10% | 3,490 |
| Performance Pay | 10% | 3,490 |
| Statutory Bonus/ Ex-Gratia | 20% | 6,980 |
| Upkeep Allowance | | 9,381 |
| Total to be Paid Monthly (M) | | 88,604 |
| Total for the year (M * 12)----- [A] | | 1,063,248 |
| Variable Component(s) | | |
| CPB -- % of Annual Gross Salary ----- [B] | 10.0% | 120,000 |
| IPB -- % of Annual Gross Salary ----- [C] | 0.0% | - |
| Annual Component | | |
| Provision for Gratuity----- [D] | 4% | 16,752 |
| Annual Gross Salary [A + B + C+D] | | 1,200,000 |
| Major Benefits (Avg. Cost Per Person Per Annum) | | |
| Insurance* and Food** ----- [E] | | 41,000 |
| Cost to Company (CTC) [A + B + C + D + E] | | 1,241,000 |