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REWARDING
PERFORMANCE

COST TO COMPANY(CTC) FOR MOHAMMED SALIM SIDDIQUI . (51536159)
BAND: E1
DESIGNATION: Software Engineer
WEF: 01-10-2018
Monthly Components (In Rs.)

Basic Salary	11363
House Rent Allowance/Company Leased Accommodation	11363
Holiday Allowance	4166
Compensatory Allowance	3739
TOTAL: Monthly (A)	30631
TOTAL: Monthly : Annualised (B)	367572

Annual Components(In Rs.)

Provident Fund	16363
Insurance & Medical Benefits	10280
Gratuity **	6556
TOTAL: Annual (C)	33199

Variable Components(In Rs.)

Engagement PB @ 100% achievement levels (paid monthly)*	22512
Performance Bonus @ 100% achievement levels#	27018
TOTAL: Variable Components : (D)	49530
Cost to Company (B) + (C) + (D) [Annual]	450301

* SOCIAL SECURITY & HEALTH BENEFITS [As Per Schemes]

 MAX SUB-LIMITS
(per annum) in Rs.

Hospitalization cost reimbursement limit	360000
Term life Insurance Cover (including EDLI)	2000000
Disability cover due to accident (upto)	1800000

** *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.

