

CTC Breakup Structure

Senior Software Engineer | FY 2025-26
Aditya Consulting Services Pvt. Ltd.

Compensation Components

Component	Monthly (INR)	Annual (INR)
Basic Salary	50,000	6,00,000
House Rent Allowance (HRA)	25,000	3,00,000
Special Allowance	15,000	1,80,000
Transport Allowance	3,200	38,400
Medical Allowance	1,250	15,000
LTA (Leave Travel)	-	30,000
Performance Bonus (quarterly)	-	1,50,000
Gross Salary	94,450	12,13,400

Deductions

Deduction	Monthly (INR)	Annual (INR)
PF (Employee 12%)	6,000	72,000
Professional Tax (Telangana)	200	2,400
TDS (estimated)	8,000	96,000
Total Deductions	14,200	1,70,400

Net Take-Home (approx.): INR 80,250/month | INR 10,43,000/year

Employer Contributions

Contribution	Monthly (INR)	Annual (INR)
PF (Employer 12%)	6,000	72,000
Gratuity (4.81%)	2,405	28,860
Group Term Life Insurance	500	6,000
Total Employer Cost	8,905	1,06,860

Total CTC: INR 13,20,260/year

Notes

- HRA exemption calculated as per Section 10(13A) of the Income Tax Act.
- Professional tax rate shown is for Telangana; varies by state.
- Performance bonus is discretionary, paid quarterly based on project delivery.

4. Gratuity is payable after 5 years of continuous service as per the Payment of Gratuity Act.
5. Group term life insurance covers 5x of annual CTC.
6. Food coupons (Sodexo/Zeta) of INR 2,200/month can be opted in lieu of special allowance.
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