

**Rewarding
Performance**



COST TO COMPANY(CTC) FOR MOHAMED ASLAM M . (51945086)	
BAND: E2	
DESIGNATION: TECHNICAL SPECIALIST	
Travel Plan: TP3	
WEF: 01-07-2022	
Monthly Components (In Rs.)	
Basic Salary	17331
House Rent Allowance(HRA)	8666
Bright Hours Allowance*	3000
Compensatory Allowance	6889
Advance Monthly Performance Bonus(AMPB)#	10400
Food Wallet	2000
Monthly Flexible Basket @	13000
TOTAL: Monthly (A)	61286
TOTAL: Monthly : Annualised (B)	735432

@ FLEXI BASKET DETAILS (per annum) in INR	MAX SUB-LIMITS
Fuel Reimbursement and Car Maintenance Charges	96000
Leave Travel Assistance.	60000
TOTAL ANNUAL FLEXI BASKET	156000
Annual Components(In Rs.)	
Provident Fund	24957
Contribution towards Medical Insurance (GHMI)	20000
Gratuity **	10000
TOTAL: Annual (C)	54957
Variable Components(In Rs.)	
Engagement PB @ 100% achievement levels (paid monthly)#	41604
TOTAL: Variable Components : (D)	41604
Cost to Company (B) + (C) + (D) [Annual]	831993
* SOCIAL SECURITY & HEALTH BENEFITS [As Per Schemes]	MAX SUB-LIMITS (per annum) in Rs.
Term life Insurance Cover##	3000000
Employee has an option of availing all, some or none of the Flexi Basket across various components as per annual limits and entitlements indicated in the CTC sheet. Based on the individual declaration and actual reimbursements, any unclaimed amount will be paid to the individual as an Allowance at the end of the year	
** Gratuity payable as per rules	
* Payable as per the Bright Hour Allowance (BHA) Scheme. Applicable as per the company declared scheme-details available on Policies Hub.	
# Advance Monthly Performance Bonus (AMPB), paid during the review period will be subject to 100% recovery if you are relieved from the company's employment before completion of performance appraisal cycle.	

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

includes the benefits of EDLI also and this covers disability clause as per the policy.

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.

