



COST TO COMPANY(CTC) FOR RANGANATH REDDY DUBBAKA (52166292)

BAND: E3

DESIGNATION: Consultant

Travel Plan: TP2

WEF: 20-01-2023

Monthly Components (In Rs.)

Basic Salary	62490
House Rent Allowance(HRA)	31245
Bright Hours Allowance*	4000
Compensatory Allowance	62256
Food Wallet	2000
Monthly Flexible Basket @	32500

TOTAL: Monthly (A) 194491

TOTAL: Monthly : Annualised (B) 2333892

@ FLEXI BASKET DETAILS (per annum) in INR MAX SUB-LIMITS

Fuel Reimbursement and Car Maintenance Charges	120000
Leave Travel Assistance.	60000
Company Car Lease Entitlement	210000
TOTAL ANNUAL FLEXI BASKET	390000

Annual Components(In Rs.)

Provident Fund	235074
Contribution towards Medical Insurance (GHMI)	20000

Gratuity **	36057
TOTAL: Annual (C)	291131
Variable Components(In Rs.)	
Performance Bonus#	225006
Engagement PB @ 100% achievement levels (paid monthly)#	150000
TOTAL: Variable Components : (D)	375006
Cost to Company (B) + (C) + (D) [Annual]	3000029
* SOCIAL SECURITY & HEALTH BENEFITS [As Per Schemes]	MAX SUB-LIMITS (per annum) in Rs.
Term life Insurance Cover##	4500000
<i>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</i>	
** 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.	
# The bonus is payable at the end of the performance cycle (in which you are covered) based on performance during the year.	
# Engagement PB will be payable on a monthly basis as per EPB guidelines	
<i>includes the benefits of EDLI also and this covers disability clause as per the policy.</i>	
<i>For details on any of the above, please refer "Guidelines on your compensation structure"</i>	
<i>Note: Any Personal Tax liability arising out of compensation will be borne solely by the employee.</i>	
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.	

