



COST TO COMPANY(CTC) FOR P KHAJA HUSSAIN (51557559)

BAND: E1

DESIGNATION: LEAD ENGINEER

WEF: 01-10-2018

Monthly Components (In Rs.)

Basic Salary	14274
House Rent Allowance/Company Leased Accommodation	14274
Holiday Allowance	4166
Compensatory Allowance	8676
TOTAL: Monthly (A)	41390
TOTAL: Monthly : Annualised (B)	496680

Annual Components(In Rs.)

Provident Fund	20555
Insurance & Medical Benefits	12000
Gratuity **	8236
TOTAL: Annual (C)	40791

Variable Components(In Rs.)

Engagement PB @ 100% achievement levels (paid monthly)*	30192
Performance Bonus @ 100% achievement levels#	36234
TOTAL: Variable Components : (D)	66426
Cost to Company (B) + (C) + (D) [Annual]	603897

* 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.



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