

Collins Aerospace

COMPENSATION AWARD NOTIFICATION

2024

SRIKANTH KOTAKONDA

00040052131

MERIT

Current Cost to Company:	0.00 INR
Increase:	832,301.00 INR
% Increase:	0.00%
New Cost to Company:	832,301.00 INR
Effective Date:	31-Mar-2024

BONUS

Bonus Plan:	Incentive Pay Plan (IPP) - Collins
Bonus Award:	15,860.44 INR
Payment Date:	Payable in March or April depending on local payroll schedules

Any new salary and/or other payments awarded are gross, subject to applicable tax, and if relevant, will reflect a prorated value for any part-time work arrangement.

Annexure I : Compensation Structure – Effective

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	SALARY PER ANNUM (INR)
FIXED COMPONENTS	
Basic Salary:	332,920.40
Flexible Benefits Plan (FBP)	443,416.68
Total Base Pay	776,337.08
Retirals	
Provident Fund (12% of Basic Salary)	39,950.45
Gratuity (4.81% of Basic Salary)	16,013.47
Cost To Company (CTC)	832,301.00
VARIABLE COMPONENTS	
Bonus Plan Name:	Incentive Pay Plan (IPP) - Collins
Bonus Target %:	5.5%

Apart from the above, you are also eligible for the following benefits as per company policy:

Eligible employees will receive statutory bonus as per The Payment of Bonus Act 1965.

The company has a Variable Pay policy. The policy has various parameters, on the fulfilment of which the variable pay will be paid to you.