CTC Breakup

1. **Annual CTC :** It is offered for employees. Example 3Lpa,4Lpa
2. **Monthly Ctc:** Annual ctc/12

Example:- For 3lpa, 300000/12=25000

1. **Basic Salary:**

**Formula:** 40% of monthly salary

**Condition:** if employee is trainee/apprenticeship basic salary =0[no calculations ]

1. **Hra:**

**Formula:** 40% of basic salary

1. **Allowances**: it includes all the Food allowance ,conveyance allowance, medical Allowance, Internet Allowance, Special allowance.

**Condition:** these food, conveyance, medical, internet allowances depend on grades. only when grade is selected then these Allowances will apply.

1. **Gross Salary:**

**Formula:** Basic salary+ hra+ allowances (including special allowance)

1. **Employer\_EPF:**

**Condition**: only if basic salary is less than 15000 than Epf of employer=12% and epf of employee=12%.

1. **Employer\_ESIC:**

Formula:

Condition: grossSalary<21000 then 3.25% of gross salary

1. **Total\_Employer\_Contribution** :

**Formula**: Employer\_EPF+Employer\_ESIC

1. **Employee\_EPF:**

**Formula**:12/100\*basicSalary

**Condition:** only if basic salary is less than 15000 than Epf of employer=12%.

1. Employee\_ESIC:

**Formula**: 0.75/100 \*gross Salary

**condition:** grossSalary<21000 then 0.75% of gross salary.

1. Total\_Employee\_Contribution

Formula: Employee\_EPF+Employee\_ESIC

1. NetSalary:

Formula: GrossSalary-Total\_employee

1. targetMonthlyCtc: gross+total\_employer\_contribuion(This should match with above MonthlyCtc)