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**REWARDING**  
**PERFORMANCE**

**COST TO COMPANY(CTC) FOR MAYUR SHANKAR VISHWASRAO (51683599)**
**BAND: E1**
**DESIGNATION: Lead Engineer**
**WEF: 01-11-2018**
**Monthly Components (In Rs.)**

Basic Salary	22528
House Rent Allowance/Company Leased Accommodation	22528
Holiday Allowance	4166
Compensatory Allowance	24205
Food Wallet	2000
<b>TOTAL: Monthly (A)</b>	<b>75427</b>
<b>TOTAL: Monthly : Annualised (B)</b>	<b>905124</b>

**Annual Components(In Rs.)**

Provident Fund	32440
Insurance & Medical Benefits	12000
Gratuity **	12999
<b>TOTAL: Annual (C)</b>	<b>57439</b>

**Variable Components(In Rs.)**

Engagement PB @ 100% achievement levels (paid monthly)*	54072
Performance Bonus @ 100% achievement levels#	64890
<b>TOTAL: Variable Components : (D)</b>	<b>118962</b>
<b>Cost to Company (B) + (C) + (D) [Annual]</b>	<b>1081525</b>

\* SOCIAL SECURITY &amp; 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
<b>** Gratuity payable as per rules</b>	
<b>* Enagagement PB will be payable on a monthly basis as per EPB guidelines</b>	
# 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.	
<b>For details on any of the above, please refer "Guidelines on your compensation structure"</b>	
<b>Note: Any Personal Tax liability arising out of compensation will be borne solely by the employee.</b>	
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.	

