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REWARDING

PERFORMANCE

COST TO COMPANY(CTC) FOR MAYUR SHANKAR VISHWASRAO (51683599)	
BAND: E1	
DESIGNATION: Lead Engineer	
WEF: 01-07-2018	
Monthly Components (In Rs.)	
Basic Salary	22528
House Rent Allowance/Company Leased Accommodation	22528
Holiday Allowance	4166
Compensatory Allowance	26203
TOTAL: Monthly (A)	75425
TOTAL: Monthly : Annualised (B)	905100
Annual Components(In Rs.)	
Provident Fund	32440
Insurance & Medical Benefits	12000
Gratuity **	12999
TOTAL: Annual (C)	57439
Variable Components(In Rs.)	
Engagement PB @ 100% achievement levels (paid monthly)*	54072
Performance Bonus @ 100% achievement levels#	64890
TOTAL: Variable Components : (D)	118962
Cost to Company (B) + (C) + (D) [Annual]	1081501
* 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.	

