



COST TO COMPANY(CTC) FOR SRINIVASAN MAHALINGAM (51588437)

BAND: E1

DESIGNATION: Senior Software Engineer

WEF: 01-01-2017

Monthly Components (In Rs.)

Basic Salary	13506
House Rent Allowance/Company Leased Accommodation	13506
Conveyance Allowance	2000
Medical Allowance	2000
Holiday Allowance	4166
Compensatory Allowance	308
City Compensatory Allowance*	6500
TOTAL: Monthly (A)	41986
TOTAL: Monthly : Annualised (B)	503832

Annual Components(In Rs.)

Provident Fund	19449
Insurance & Medical Benefits	12000
Gratuity **	7793
TOTAL: Annual (C)	39242

Variable Components(In Rs.)

Performance Bonus @ 100% achievement levels#	36612
Engagement PB @ 100% achievement levels (paid monthly)#	30516
TOTAL: Variable Components : (D)	67128

Cost to Company (B) + (C) + (D) [Annual]	610202
* 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)	1800000
Disability cover due to accident (upto)	1800000
** <i>Gratuity payable as per rules</i>	
* Your CCA amount will be subject to your working location - City / Zone classification as per the CCA Policy. CCA component will subject to change if there is a change in your Band or working location (City)	
# 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.	
# Engagement PB will be payable on a monthly basis as per EPB guidelines	
<i>For details on any of the above, please refer "Guidelines on your compensation structure"</i>	
<i>Note: Any Personal Tax liability arising out of compensation will be borne solely by the employee.</i>	
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.	

