

Compensation break-up of Mayank Rathore			
A COST-TO-COMPANY (B + C)			1,200,000
B	FIXED PAY	Per Month	Per Annum
	Basic	36,000	432,000
	House Rent	18,000	216,000
	Special allowance*	28,050	336,600
	Meal	2,200	26,400
	Leave Travel	3,150	37,800
	Children Education	200	2,400
	Hostel	600	7,200
	Company contribution toward PF	1,800	21,600
	Total	90,000	1,080,000
C VARIABLE PAY (Payout determined by your performance category during the year)			120,000
	Performance Category	Percentage of Variable pay	
	Performance significantly exceeds requirements	125%	
	Performance exceeds requirements	115%	
	Performance meets requirements	100%	
	Performance is marginally short of requirements	80%	
	Performance falls short of requirements	25%	
	Performance is unacceptable	0%	
D	MANDATORY DEDUCTIONS	Per Month	Per Annum
	PF : Employee contribution	1,800	21,600
	PF : Company contribution	1,800	21,600
	Professional Tax	200	2,500
	Total	3,800	45,700
E	CASH BENEFITS		
	Your Mediclaim cover is ₹ 400,000 which includes spouse and upto 2 children		
	Your Accident cover is ₹ 500,000		
	Your Life Insurance cover is ₹ 2,000,000 or sum equivalent to your Annual CTC whichever is higher		
	You are a member of Gratuity Scheme		
Note:			
Your salary, variable pay, and all related details are confidential information. Please do not share or discuss these details with anyone other than your direct supervisor and HR. Any disclosure of salary information to third parties or colleagues would be in violation of CACTUS policy.			