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Relationship™
BEYOND THE CONTRACT

REWARDING
PERFORMANCE

COST TO COMPANY(CTC) FOR SHENOZ DHEEN SYED SULTHAN (51776064)	
BAND: E2	
DESIGNATION: Senior Technical Lead	
Travel Plan: TP3	
WEF: 01-01-2020	
Monthly Components (In Rs.)	
Basic Salary	31693
House Rent Allowance/Company Leased Accommodation	31693
Compensatory Allowance	12429
Food Wallet	2000
Flexi Basket @	25500
TOTAL: Monthly (A)	103315
TOTAL: Monthly : Annualised (B)	1239780
Annual Components(In Rs.)	
Provident Fund	45638
Insurance & Medical Benefits	20000
Gratuity **	18287
TOTAL: Annual (C)	83925
Variable Components(In Rs.)	
Performance Bonus @ 100% achievement levels*	121720
Engagement PB @ 100% achievement levels (paid monthly)#	76080
TOTAL: Variable Components : (D)	197800
Cost to Company (B) + (C) + (D) [Annual]	1521505

* SOCIAL SECURITY & HEALTH BENEFITS [As Per Schemes]	MAX SUB-LIMITS (per annum) in Rs.
Hospitalization cost reimbursement limit	500000
Term life Insurance Cover (including EDLI)	3000000
Disability cover due to accident (upto)	2500000
@ FLEXI BASKET DETAILS	MAX SUB-LIMITS (per annum) in Rs.
Fuel Reimbursement and Car Maintenance Charges	96000
Car Lease Rental	150000
Leave Travel Assistance / Allowance	60000
TOTAL ANNUAL FLEXI BASKET	306000
<i>Employee has an option of availing all, some or none of the Flexi Basket across various components as per annual limits and entitlements indicated in the CTC sheet. Based on the individual declaration and actual reimbursements, any unclaimed amount will be paid to the individual as an Allowance at the end of the year</i>	
** Gratuity payable as per rules	
* 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.	

