



COST TO COMPANY(CTC) FOR SRIRAM SUNDARARAJAN (40113335)	
BAND: E4	
DESIGNATION: ASSOCIATE GENERAL MANAGER	
Travel Plan: TP2	
WEF: 01-10-2021	
Monthly Components (In Rs.)	
Basic Salary	54273
Advance Monthly Performance Bonus*	11709
Flexible Allowance	121507
TOTAL: Monthly (A)	187489
TOTAL: Monthly : Annualised (B)	2249868
Annual Components(In Rs.)	
Provident Fund	78153
Insurance & Medical Benefits	35000
Gratuity **	31311

TOTAL: Annual (C)	144464
Variable Components(In Rs.)	
Performance Bonus @ 100% achievement levels#	210760
TOTAL: Variable Components : (D)	210760
Cost to Company (B) + (C) + (D) [Annual]	2605092
* SOCIAL SECURITY & HEALTH BENEFITS [As Per Schemes]	MAX SUB-LIMITS (per annum) in Rs.
Hospitalization cost reimbursement limit	700000
Term life Insurance Cover# #	6500000
Disability cover due to accident (upto)	5000000
##The EDLI coverage of INR 602,000 is over & above the Term Life Insurance coverage defined above.	
** Gratuity payable as per rules	
<p>* Total variable amount =Rs. 351268/-(AMPB + Performance Bonus)</p> <p>Advance Monthly Performance Bonus (AMPB) is paid on monthly basis as an advance bonus against the Total Variable amount. The same will be recoverable if you separate from the company in between of the performance bonus cycle. This amount will be adjusted and recovered accordingly at the time of actual Bonus payout.</p>	
# Year-end Performance Bonus is not payable on prorata 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.	

