

Rakesh Kumar		CTC		243,309
Particulars	V%	CTC Details		
		Per Month	Per Annum	
(A) Fixed Pay - Monthly				
Basic Salary		5,000		60,000
Employer's PF Contribution		600		7,200
House Rent Allowance (HRA)		2,500		30,000
Child Education Allowance		200		2,400
Transport Allowance		1,600		19,200
Medical Allowance		417		5,004
City Compensatory Allowance (CCA)		2,185		26,220
Professional Development Allowance (PDA)		3,500		42,000
(B) Variable Pay				
Performance Linked Variable Bonus	20%	4,000		48,000
Total Variable Pay (B)		4,000		48,000
(C) Benefits Cost				
Insurance Cost		-		399
Gratuity		241		2,886
Total Benefits Cost (C)		241		3,285
Total Cost to Company (A + B+C)		20,243		243,309

* Incentive is paid Quaterly

** Gratuity is at 4.81% of your Basic Salary and its payable on separation, subject to completion of 5 years of service in the company with the prevailing acts.

