Name Karong Ngamba Kom
Location Haldia

Grade SG09A
Officer - Security

Sl.	Salary Components	Monthly	Annualised
1	Basic	18,030	2,16,360
2	Additional Allowance	22,715	2,72,580
3	House Rent Allowance	6,761	81,132
4	Children Education Allowance	200	2,400
5	Children Hostel Allowance	600	7,200
6	Conveyance Allowance	0	0
7	Location Allowance*	4,813	57,756
A	**Pay Slip Gross**	**53,119**	**6,37,428**
8	Leave Travel Allowance	1,127	13,524
9	Car Reimbursement	3450	41,400
10	Medical Reimbursement-Domiciliary	1,250	15,000
B	**Reimbursements**	**5,827**	**69,924**
11	Company's Contribution to Provident Fund	2,164	25,968
12	Contribution to Superannuation Fund	2,705	32,460
13	Contribution to Gratuity Fund	1,023	12,276
C	**Contribution towards Retirals**	**5,892**	**70,704**
D	**Cost to Company (CTC) (A+B+C)**	**64,838**	**7,78,056**
E	**Maximum Performance Linked Pay (PLP)**		**72,030**
F	**Total Cost to Company (TCC) (D+E)**		**8,50,086**

Item 6 and 9 can not be claimed concurrently. In the event item 9 is not availed, item 6 will be paid within the overall limits of CTC.

1.0 *Location allowance is not included in calculation of PLP. This is based on current place of posting. May change incase of permanent outstation transfer

2.0	Interest subsidy on Housing Loan **@5%** subject to Company rules but not exceeding (annually)	**1,08,180**
3.0	*Maximum Benefit of Medical Reimbursement-Domiciliary (annually)	**10,000**
4.0	*Interest subsidy on Personal Loan **@5%** per annum on 60 EMIs on Max loan amount of	**1,00,000**
5.0	*Maximum benefit on the use of Car	**0**

6.0 Free hospitalization for self, family and dependent parents subject to Company rules.
7.0 Maximum limit for Household Goods transportation is Rs. 100,000 and Car transportation is Rs. 40,000
8.0 An amount not exceeding HRA will be deducted if accommodation is provided by Company.
9.0 Performance Linked Pay based on individual and organisational performance is payable subject to Company Rules
10.0 Superannuation, calculated as 15% of monthly Basic is contributed by the Company towards HPL Senior Staff Superannuation Fund, and is payable subject to Company rules.
11.0 The Gratuity amount is contributed towards the HPL Management Staff Gratuity Fund, and is payable subject to Company rules.

* As per Company rule

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