

**Collins Aerospace**

A United Technologies Company

NAME		Bethapudi Santhosh Naidu	
LEVEL		P1	
Position Title		Graduate Engineer	
	COMPENSATION & BENEFITS - DETAILS		RUPEES PER ANNUM
A	Basic (Base) Salary		199752.4
B	Flexible Benefits Plan		266050.2216
C	Statutory Benefits		33578.37844
	Provident Fund (PF) - Employer Contribution	23970.288	
	Gratuity	9608.09044	
D	Cost To Company (CTC)	A+B+C	499381
E	Incentive Pay Plan (Notional Value) i.e. (Target % (A+B)*100%)		25,619
F	Total Cost to Company(TCTC)	D+E	525,000
NOTE			
*	Flexible Benefit Plan (FBP) and Special Allowance will change based on your options selected for FBP. The FBP offers you the flexibility to design a part of your compensation within defined framework of a basket of allowance. If the employee fails to choose any of the above mentioned components then Flexible benefits will be taxable as per Income tax Standards.		
*	Valid Reimbursements shall be drawn as per Company rules subject to submission of receipts, Any tax liability arising out of the payments/reimbursements now or in the future due to changes in income tax provision shall be borne by you.		
*	LTA Payable on monthly basis. LTA will be taxed to the extent of bills not produced during the Financial Year.		
*	You are eligible to participate in our non-encashable comprehensive benefit plans including Group Medclaim, Personal Accident Insurance and Term Life Insurance.		
	- Group Medclaim floater policy : Applicable for self, dependent parents/in-laws, spouse and up to 2 children for total coverage of INR 5,00,000/- p.a.		
	- Personal Accident Insurance covered is 5 times the Annual Base Salary.		
	- Term Life Insurance coverage is Twice the Annual Base Salary.		

*	Provident Fund and Gratuity will be as per the Statutory Compliances
	1) You are eligible to participate in the Incentive Pay Plan (IPP) with a target payout of 5.5 % of your actual (Basic Salary, HRA, LTA, Medical Allowance, Special Allowance & Flexible Benefit Plan (FBP) earnings & Lump sum (if any)) for the fiscal year. The actual award can range from 0% to 100% of your target incentive. Your * IPP payout will be based on your performance on the Job and the Company's performance on plan goals (Earning per share, sales, working capital as a percentage of sales and the achievement of key business goals). 2) IPP targets are determined as per the governing rules of Rockwell Collins.

Sincerely,



Sanjukta Sarkar

Senior Director – Human Resources