

# Rewarding Performance

**HCL**



COST TO COMPANY(CTC) FOR ANJANI DUBEY (51913708)	
<b>BAND: E1</b>	
<b>DESIGNATION: GRADUATE ENGINEER TRAINEE (GET)</b>	
<b>Travel Plan: TP3</b>	
<b>WEF: 01-10-2021</b>	
<b>Monthly Components (In Rs.)</b>	
Basic Salary	15090
House Rent Allowance(HRA)	7545
Bright Hours Allowance*	829
Advance Monthly Performance Bonus(AMPB)#	2063
<b>TOTAL: Monthly (A)</b>	<b>25527</b>
<b>TOTAL: Monthly : Annualised (B)</b>	<b>306324</b>
<b>Annual Components(In Rs.)</b>	
Provident Fund	21730
Contribution towards Medical Insurance (GHMI)	10000

Gratuity **	8707
<b>TOTAL: Annual (C)</b>	<b>40437</b>
<b>Variable Components(In Rs.)</b>	
Engagement PB @ 100% achievement levels (paid monthly)#	18252
<b>TOTAL: Variable Components : (D)</b>	<b>18252</b>
<b>Cost to Company (B) + (C) + (D) [Annual]</b>	<b>365013</b>
* SOCIAL SECURITY & HEALTH BENEFITS [As Per Schemes]	MAX SUB-LIMITS (per annum) in Rs.
Term life Insurance Cover# #	2000000
# #The EDLI coverage of INR 602,000 is over & above the Term Life Insurance coverage defined above.	
** Gratuity payable as per rules	
* Payable as per the Bright Hour Allowance (BHA) Scheme. Applicable as per the company declared scheme-details available on Policies Hub.	
# Advance Monthly Performance Bonus (AMPB), paid during the review period will be subject to 100% recovery if you are relieved from the company's employment before completion of performance appraisal cycle.	
# Enagagement PB will be payable on a monthly basis as per EPB guidelines	
<b><i>includes the benefits of EDLI also and this covers disability clause as per the policy.</i></b>	
<b><i>For details on any of the above, please refer "Guidelines on your compensation structure"</i></b>	
<b><i>Note: Any Personal Tax liability arising out of compensation will be borne solely by the employee.</i></b>	
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.	

