



# Rewarding Performance

## COST TO COMPANY(CTC) FOR Vinayak Anvekar

Email: vickyscab24@gmail.com

Band: E3

Designation: PROJECT MANAGER

Issued Date: Tuesday, December 10, 2024

### Monthly Components (In Rs.)

Basic Salary	70833
House Rent Allowance/Company Leased Accomodation	35417
Compensatory Allowance	86511
Food Wallet	2000
Flexi Basket #	32500
<b>TOTAL: Monthly (A)</b>	<b>227261</b>
<b>TOTAL: Monthly : Annualised (B)</b>	<b>2727132</b>

### Annual Components (In Rs.)

Provident Fund	102000
Gratuity	40865
Insurance & Medical Benefits	20000
<b>TOTAL: Annual : (C)</b>	<b>162865</b>

### Variable Components(In Rs.)

Engagement PB @ 100% achievement levels (paid monthly)	170004
Performance Bonus @ 100% achievement levels+	340000
<b>TOTAL: Variable Components : (D)</b>	<b>510004</b>

<b>Total Annual Earning Opportunity (B) + (C) + (D)</b>	<b>3400001</b>
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# FLEXI BASKET DETAILS	MAX SUB-LIMITS (per annum)
Car Lease Rental	210000
Leave Travel Assistance / Allowance	60000
Fuel Reimbursement and Car Maintenance Charges	120000

\$ INSURANCE & MEDICAL BENEFITS (in Rs.)	MAX SUB-LIMITS (per annum)
Hospitalization cost reimbursement limit	500000
Term life Insurance Cover##	4500000
Disability cover due to accident (upto)	2500000

Employee has an option of availing all, some or none of the Flexi Basket across various components as per annual limits and entitlements indicated in the CTC sheet. Based on the individual declaration and actual reimbursements, any unclaimed amount will be paid to the individual as an Allowance at the end of the year

+ 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.

## The EDLI coverage of INR 702,000 is over & above the Term Life Insurance coverage defined above.

Enagement PB will be payable on a monthly basis as per EPB guidelines

All personal tax liability arising out of compensation and joining expense (if any) will be borne solely by the employee.

### NOTE :

All salary components are governed by the company policies and statutory guidelines.

This salary sheet is strictly confidential and must not be discussed with anyone other than your HCLT Reporting Manager