

Relationships™
BEYOND THE CONTRACT



**REWARDING
PERFORMANCE**

Dear Konkati Roopali,

Businesses across industries stand at an inflection point today. Far-reaching disruption fueled by technologies like Digitalization, Analytics, Cloud, IoT and Automation mean these technologies lie at the core of any enterprise that is trying to reinvent itself. As the demand for these services increase, HCL Technologies is accelerating its evolution into a next-generation technology services firm through HCL's Mode 1-2-3 strategy.

We are pleased to inform that your target compensation has been revised to Rs. **568831** with effect from **01/07/2019**. The details of your revised compensation has been enclosed in Annexure A.

All other terms and conditions of your employment remain unchanged.

We look forward to a mutually beneficial association and your active participation as a key contributor in HCL's journey towards our shared goals and a rewarding future ahead!

AJIT KRISHNANKUTTY KUMAR
LOB HEAD

SRINIVASAN GOVINDAN
LOB HR HEAD

Letter Release Date :- 12/09/2019

Employee Ecode:-51634025

Note: All dates are in DD/MM/YYYY format



www.hcltech.com





REWARDING
PERFORMANCE

COST TO COMPANY(CTC) FOR KONKATI ROOPALI (51634025)
BAND: E1
DESIGNATION: Senior Software Engineer
WEF: 01-07-2019
Monthly Components (In Rs.)

| | |
|---|---------------|
| Basic Salary | 15248 |
| House Rent Allowance/Company Leased Accommodation | 12780 |
| Holiday Allowance | 4166 |
| Skill Allowance | 5000 |
| Food Wallet | 2000 |
| TOTAL: Monthly (A) | 39194 |
| TOTAL: Monthly : Annualised (B) | 470328 |

Annual Components(In Rs.)

| | |
|------------------------------|--------------|
| Provident Fund | 21957 |
| Insurance & Medical Benefits | 10000 |
| Gratuity ** | 8798 |
| TOTAL: Annual (C) | 40755 |

Variable Components(In Rs.)

| | |
|---|---------------|
| Performance Bonus @ 100% achievement levels* | 27748 |
| TOTAL: Variable Components : (D) | 27748 |
| Cost to Company (B) + (C) + (D) [Annual] | 538831 |

* SOCIAL SECURITY & HEALTH BENEFITS [As Per Schemes]

 MAX SUB-LIMITS
(per annum) in Rs.

| | |
|---|---------------|
| Hospitalization cost reimbursement limit | 360000 |
| Term life Insurance Cover (including EDLI) | 2000000 |
| Disability cover due to accident (upto) | 1800000 |
| Other Incentives Components(In Rs.) | |
| Retention Bonus *** | 30000 |
| Total Target Compensation | 568831 |
| Skill Allowance is an additional pay paid to employees who have acquired niche skills. This payout is completely at the discretion of company and can be rolled back based on changes in organization policy and decisions. Please note that skill allowance is outside CTC and will be renewed on year on year basis. | |
| <i>** Gratuity payable as per rules</i> | |
| <i>*** Retention bonus is a trust pay which an employee is eligible on completion of two appraisal cycles with the organization. This bonus paid is subjected to recovery if an employee leaves the organization before 12 months of letter effective date.</i> | |
| <i>* Year-end Performance Bonus is not payable on prorated basis in the event of employee leaving the organization prior to the completion of the performance review cycle.</i> | |
| For details on any of the above, please refer "Guidelines on your compensation structure" | |
| Note: Any Personal Tax liability arising out of compensation will be borne solely by the employee. | |
| 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. | |

