



Rewarding Performance

COST TO COMPANY(CTC) FOR Leovelbert V

Email: leovelbertv@gmail.com

Band: E1

Designation: Senior Developer

Issued Date: Monday, October 28, 2024

Monthly Components (In Rs.)

Basic Salary	22917
House Rent Allowance/Company Leased Accomodation	11459
Holiday Allowance	4166
Compensatory Allowance	36357
Food Wallet	2000
TOTAL: Monthly (A)	76899
TOTAL: Monthly : Annualised (B)	922788

Annual Components (In Rs.)

Provident Fund	33000
Gratuity	13221
Insurance & Medical Benefits	10000
TOTAL: Annual : (C)	56221

Variable Components(In Rs.)

Engagement PB @ 100% achievement levels (paid monthly)	54996
Performance Bonus @ 100% achievement levels+	66000
TOTAL: Variable Components : (D)	120996

Total Annual Earning Opportunity (B) + (C) + (D)	1100005
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\$ INSURANCE & MEDICAL BENEFITS (in Rs.)	MAX SUB-LIMITS (per annum)
Hospitalization cost reimbursement limit	360000
Term life Insurance Cover##	2000000
Disability cover due to accident (upto)	1800000

+ 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.

Holiday Allowance can be converted into LTA. Please refer guidelines and contact the respective HR Representative.

Enagagement 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