



# Rewarding Performance

## COST TO COMPANY(CTC) FOR S Mahendran

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Band: E4

Designation: Solution Architect

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### Monthly Components (In Rs.)

Basic Salary	58333
Advance Monthly Performance Bonus+	18667
Flexible Allowance	115612
TOTAL: Monthly (A)	192612
TOTAL: Monthly : Annualised (B)	2311344

### Annual Components (In Rs.)

Provident Fund	84000
Gratuity	33654
Insurance & Medical Benefits	35000
TOTAL: Annual : (C)	152654

### Variable Components(In Rs.)

Performance Bonus @ 100% achievement levels+	336000
TOTAL: Variable Components : (D)	336000

Total Annual Earning Opportunity (B) + (C) + (D)	2799998
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\$ INSURANCE & MEDICAL BENEFITS (in Rs.)	MAX SUB-LIMITS (per annum)
Hospitalization cost reimbursement limit	700000
Term life Insurance Cover (including EDLI)	6500000
Disability cover due to accident (upto)	5000000

+ 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.

+ Advance Monthly Performance Bonus (AMPB) is paid on monthly basis as an advance bonus against the Total Variable amount (PB+AMPB). The same will be recoverable if you separate from the company before 12 months from the date of revised salary. This amount will be adjusted and recovered accordingly at the time of actual Bonus payout.

@ The value shown is bonus payable at 100% achievement levels as per Plan on completion of one year from Date of Joining.

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