



COST TO COMPANY(CTC) FOR MAYUR RATHOR (52054180)	
BAND: E1	
DESIGNATION: SOFTWARE ENGINEER	
WEF: 01-10-2024	
Monthly Components (In Rs.)	
Basic Salary	15862
House Rent Allowance/Company Leased Accommodation	7931
Holiday Allowance	4166
Compensatory Allowance	1949
Food Wallet	2000
TOTAL: Monthly (A)	31908
TOTAL: Monthly : Annualised (B)	382896
Annual Components(In Rs.)	
Provident Fund	22841
Insurance & Medical Benefits	10000
Gratuity **	9151
TOTAL: Annual (C)	41992
Variable Components(In Rs.)	
Engagement PB @ 100% achievement levels (paid monthly)*	23868
Performance Bonus @ 100% achievement levels#	28644
TOTAL: Variable Components : (D)	52512
Cost to Company (B) + (C) + (D) [Annual]	477400
* SOCIAL SECURITY & HEALTH BENEFITS [As Per Schemes]	MAX SUB-LIMITS (per annum) in Rs.
Hospitalization cost reimbursement limit	360000

Term life Insurance Cover##	2000000
Disability cover due to accident (upto)	1800000
Other Incentives Components(In Rs.)	
Retention Bonus ***	35000
Total Target Compensation	512400
##The EDLI coverage of INR 602,000 is over & above the Term Life Insurance coverage defined above.	
** Gratuity payable as per rules	
You will be eligible for One-time Retention bonus on completion of 12 months with HCL from the revised Comp effective date. The amount is payable subject to you being active on HCL India payroll during payout date and not serving notice to HCL. The Retention Bonus amount will not be pro-rated incase you separate during the year or transferred to any other Country.	
* Enagagement PB will be payable on a monthly basis as per EPB guidelines	
# 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.	
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.	

