



Rewarding Performance

COST TO COMPANY(CTC) FOR Surya Devi A

Email: suryaangappan1998@gmail.com

Band: E1

Designation: Senior Test Engineer

Issued Date: Saturday, January 14, 2023

Monthly Components (In Rs.)

Basic Salary	15139
House Rent Allowance/Company Leased Accomodation	7571
Holiday Allowance	1579
Food Wallet	2000
TOTAL: Monthly (A)	26289
TOTAL: Monthly : Annualised (B)	315468

Annual Components (In Rs.)

Provident Fund	21800
Gratuity	8734
Insurance & Medical Benefits	10000
TOTAL: Annual : (C)	40534

Variable Components(In Rs.)

Engagement PB @ 100% achievement levels (paid monthly)	20004
Performance Bonus @ 100% achievement levels+	24000
TOTAL: Variable Components : (D)	44004
Total Annual Earning Opportunity (B) + (C) + (D)	400006

\$ 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.

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