



Rewarding Performance

COST TO COMPANY(CTC) FOR Ahad Zafar

Email: ahad.zafar08@gmail.com

Band: E1

Designation: SENIOR SOFTWARE ENGINEER

Issued Date: Wednesday, December 15, 2021

Monthly Components (In Rs.)

Basic Salary	15569
House Rent Allowance/Company Leased Accommodation	7785
Holiday Allowance	4166
Compensatory Allowance	19689
Food Wallet	2000
TOTAL: Monthly (A)	49209
TOTAL: Monthly : Annualised (B)	590508

Annual Components (In Rs.)

Provident Fund	22419
Gratuity	8982
Insurance & Medical Benefits	10000
TOTAL: Annual : (C)	41401

Variable Components(In Rs.)

Engagement PB @ 100% achievement levels (paid monthly)	35496
Performance Bonus @ 100% achievement levels+	42600
TOTAL: Variable Components : (D)	78096

Total Annual Earning Opportunity (B) + (C) + (D)	710005
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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 602,000 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