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| COST TO COMPANY(CTC) FOR Ahad Zafar | |
| Email: [ahad.zafar08@gmail.com](mailto: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 Accomodation | 7785 |
| Holiday Allowance | 4166 |
| Compensatory Allowance | 19689 |
| Food Wallet | 2000 |
| TOTAL: Monthly (A) | 49209 |
| TOTAL: Monthly : Annualised (B) | 590508 |
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| Annual Components (In Rs.) | |
| Provident Fund | 22419 |
| Gratuity | 8982 |
| Insurance & Medical Benefits | 10000 |
| TOTAL: Annual : (C) | 41401 |
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| Variable Components(In Rs.) | |
| Engagement PB @ 100% achievement levels (paid monthly) | 35496 |
| Performance Bonus @ 100% achievement levels+ | 42600 |
| TOTAL: Variable Components : (D) | 78096 |
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| 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 |
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| + Year-end Performance Bonus is not payable on prorate 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. | |
| Enagagement PB will be payable on a monthly basis as per EPB guidelines | |
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| 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 | |