



Rewarding Performance

COST TO COMPANY(CTC) FOR Amit Ghadi

Email: amitaghadi@gmail.com

Band: E2

Designation: Technical Lead

Issued Date: Thursday, October 4, 2018

Monthly Components (In Rs.)

Basic Salary	25208
House Rent Allowance/Company Leased Accomodation	12604
Compensatory Allowance	18509
Flexi Basket #	25500
TOTAL: Monthly (A)	81821
TOTAL: Monthly : Annualised (B)	981852

Annual Components (In Rs.)

Provident Fund	36300
Gratuity	14543
Insurance & Medical Benefits	20000
TOTAL: Annual : (C)	70843

Variable Components(In Rs.)

Performance Bonus @ 100% achievement levels+	96800
Engagement PB @ 100% achievement levels (paid monthly)	60504
TOTAL: Variable Components : (D)	157304
Total Annual Earning Opportunity (B) + (C) + (D)	1209999

# FLEXI BASKET DETAILS	MAX SUB-LIMITS (per annum)
Car Lease Rental	150000
Leave Travel Assistance / Allowance	60000
Fuel Reimbursement and Car Maintenance Charges	96000
\$ INSURANCE & MEDICAL BENEFITS (in Rs.)	MAX SUB-LIMITS (per annum)
Hospitalization cost reimbursement limit	500000
Term life Insurance Cover (including EDLI)	3000000
Disability cover due to accident (upto)	2500000

Employee has an option of availing all, some or none of the Flexi Basket across various components as per annual limits and entitlements indicated in the CTC sheet. Based on the individual declaration and actual reimbursements, any unclaimed amount will be paid to the individual as an Allowance at the end of the year

+ 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.

Engagement 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