



Rewarding Performance

COST TO COMPANY(CTC) FOR Priyanka Santoria

Email: priyankasantryoria@gmail.com

Band: E2

Designation: Technical Lead

Issued Date: Monday, July 2, 2018

Monthly Components (In Rs.)

Basic Salary	18747
House Rent Allowance/Company Leased Accomodation	16185
Conveyance Allowance	2000
Medical Allowance	2000
City Compensatory Allowance###	8500
Flexi Basket #	13000
TOTAL: Monthly (A)	60432
TOTAL: Monthly : Annualised (B)	725184

Annual Components (In Rs.)

Provident Fund	26996
Gratuity	10816
Insurance & Medical Benefits	20000
TOTAL: Annual : (C)	57812

Variable Components(In Rs.)

Engagement PB @ 100% achievement levels (paid monthly)	45000
Performance Bonus @ 100% achievement levels+	72000
TOTAL: Variable Components : (D)	117000
Total Annual Earning Opportunity (B) + (C) + (D)	899996

# FLEXI BASKET DETAILS	MAX SUB-LIMITS (per annum)
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.

Your CCA amount will be subject to your working location - City / Zone classification as per the CCA Policy. CCA component will subject to change if there is a change in your band or working location (City)

Enagagement PB will be payable on a monthly basis as per EPB guidelines

Relocation expenses will be applicable as per Relocation Expenses for New Employees Policy on Policies Hub. Expenses related to Packaging and Transportation of household goods shall be reimbursed on the actuals subjected to a maximum of employee's 2 month's basic salary. The whole amount will be recovered if you leave HCL before 12 months of your joining date.

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.