

# Rewarding Performance

**HCL**


## COST TO COMPANY(CTC) FOR GAURAV GUPTA (51492920)

**BAND: E2**
**DESIGNATION: TEST LEAD**
**Travel Plan: TP3**
**WEF: 01-07-2021**

### Monthly Components (In Rs.)

Basic Salary	16133
House Rent Allowance/Company Leased Accommodation	8808
Food Wallet	2000
Flexi Basket @	25500
<b>TOTAL: Monthly (A)</b>	<b>52441</b>
<b>TOTAL: Monthly : Annualised (B)</b>	<b>629292</b>

### Annual Components(In Rs.)

Provident Fund	23232
Insurance & Medical Benefits	19926
Gratuity **	9308
<b>TOTAL: Annual (C)</b>	<b>52466</b>

### Variable Components(In Rs.)

Performance Bonus @ 100% achievement levels*	54014
Engagement PB @ 100% achievement levels (paid monthly)#	38724
<b>TOTAL: Variable Components : (D)</b>	<b>92738</b>
<b>Cost to Company (B) + (C) + (D) [Annual]</b>	<b>774496</b>

\* SOCIAL SECURITY &amp; HEALTH BENEFITS [As Per Schemes]

 MAX SUB-LIMITS  
(per annum) in Rs.

Hospitalization cost reimbursement limit	500000
Term life Insurance Cover# #	3000000

Disability cover due to accident (upto)	2500000
@ FLEXI BASKET DETAILS	MAX SUB-LIMITS (per annum) in Rs.
Fuel Reimbursement and Car Maintenance Charges	96000
Car Lease Rental	150000
Leave Travel Assistance / Allowance	60000
<b>TOTAL ANNUAL FLEXI BASKET</b>	<b>306000</b>
<i>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</i>	
##The EDLI coverage of INR 602,000 is over & above the Term Life Insurance coverage defined above.	
** Gratuity payable as per rules	
* 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.	
# Enagagement PB will be payable on a monthly basis as per EPB guidelines	
<b>For details on any of the above, please refer "Guidelines on your compensation structure"</b>	
<b>Note: Any Personal Tax liability arising out of compensation will be borne solely by the employee.</b>	
Your compensation details are personal and strictly confidential only to you. This should not be shared with any person other than your reporting manager and HR.	

