



Rewarding Performance

COST TO COMPANY(CTC) FOR Chandra S C

Email: reachchandra7@gmail.com

Band: E2

Designation: Senior Technical Lead

Issued Date: Tuesday, April 9, 2019

Monthly Components (In Rs.)

| | |
|--|----------------|
| Basic Salary | 34375 |
| House Rent Allowance/Company Leased Accomodation | 17188 |
| Compensatory Allowance | 33118 |
| Food Wallet | 2000 |
| Flexi Basket # | 25500 |
| TOTAL: Monthly (A) | 112181 |
| TOTAL: Monthly : Annualised (B) | 1346172 |

Annual Components (In Rs.)

| | |
|------------------------------|--------------|
| Provident Fund | 49500 |
| Gratuity | 19832 |
| Insurance & Medical Benefits | 20000 |
| TOTAL: Annual : (C) | 89332 |

Variable Components(In Rs.)

| | |
|--|---------------|
| Performance Bonus @ 100% achievement levels+ | 132000 |
| Engagement PB @ 100% achievement levels (paid monthly) | 82500 |
| TOTAL: Variable Components : (D) | 214500 |

| | |
|---|----------------|
| Total Annual Earning Opportunity (B) + (C) + (D) | 1650004 |
|---|----------------|

| # 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.

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