



Rewarding Performance

COST TO COMPANY(CTC) FOR KHAJA P

Email: poolakhaja@gmail.com

Band: E1

Designation: Developer

Issued Date: Friday, March 20, 2015

Monthly Components (In Rs.)

Basic Salary	10417
House Rent Allowance/Company Leased Accomodation	7715
Conveyance Allowance	2000
Medical Allowance	2000
Holiday Allowance	4166
City Compensatory Allowance###	6500
Deployment Allowance/ Performance Incentive	3750
TOTAL: Monthly (A)	36548
TOTAL: Monthly : Annualised (B)	438576

Annual Components (In Rs.)

Provident Fund	15000
Gratuity	6010
Insurance & Medical Benefits	10417
TOTAL: Annual : (C)	31427

Variable Components(In Rs.)

Performance Bonus @ 100% achievement levels+	30000
TOTAL: Variable Components : (D)	30000
Total Annual Earning Opportunity (B) + (C) + (D)	500003.00

\$ INSURANCE & MEDICAL BENEFITS (in Rs.)	MAX SUB-LIMITS (per annum)
Hospitalization cost reimbursement limit	312510
Term life Insurance Cover (including EDLI)	1800000
Disability cover due to accident (upto)	1800000

+ 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.

Holiday Allowance can be converted into LTA. Please refer guidelines and contact the respective HR Representative.

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)

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

All personal tax liability arising out of compensation and joining expense (if any) will be borne solely by the employee.