



# Rewarding Performance

## COST TO COMPANY(CTC) FOR Anuj Kumar

Email: kumaranuj1989@gmail.com

Band: E3

Designation: Senior Technical Architect

Issued Date: Wednesday, October 29, 2025

### Monthly Components (In Rs.)

Basic Salary	82500
House Rent Allowance/Company Leased Accomodation	41250
Compensatory Allowance	102217
Food Wallet	2000
Flexi Basket #	32500
<b>TOTAL: Monthly (A)</b>	<b>260467</b>
<b>TOTAL: Monthly : Annualised (B)</b>	<b>3125604</b>

### Annual Components (In Rs.)

Provident Fund	118800
Gratuity	47596
Insurance & Medical Benefits	20000
<b>TOTAL: Annual : (C)</b>	<b>186396</b>

### Variable Components(In Rs.)

Performance Bonus @ 100% achievement levels+	288000
<b>TOTAL: Variable Components : (D)</b>	<b>288000</b>

**COST TO COMPANY - per annum (B) + (C)+ (D)** **3600000**

# FLEXI BASKET DETAILS	MAX SUB-LIMITS (per annum)
Car Lease Rental	210000
Leave Travel Assistance / Allowance	60000
Fuel Reimbursement and Car Maintenance Charges	120000

\$ INSURANCE & MEDICAL BENEFITS (in Rs.)	MAX SUB-LIMITS (per annum)
Hospitalization cost reimbursement limit	500000
Term life Insurance Cover##	4500000
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 prorated basis in the event of employee leaving the organization prior to the completion of the performance review cycle.

## The EDLI coverage of INR 702,000 is over & above the Term Life Insurance coverage defined above.

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