



Rewarding Performance

COST TO COMPANY(CTC) FOR Khushboo Kumari

Email: khush200boo@yahoo.com

Band: E1

Designation: Lead Engineer

Issued Date: Friday, May 3, 2019

Monthly Components (In Rs.)

Basic Salary	15366
House Rent Allowance/Company Leased Accommodation	7683
Holiday Allowance	4166
Compensatory Allowance	15578
Food Wallet	2000
TOTAL: Monthly (A)	44793
TOTAL: Monthly : Annualised (B)	537516

Annual Components (In Rs.)

Provident Fund	22127
Gratuity	8865
Insurance & Medical Benefits	10000
TOTAL: Annual : (C)	40992

Variable Components (In Rs.)

Engagement PB @ 100% achievement levels (paid monthly)	32496
Performance Bonus @ 100% achievement levels+	39000
TOTAL: Variable Components : (D)	71496
Total Annual Earning Opportunity (B) + (C) + (D)	650004

\$ INSURANCE & MEDICAL BENEFITS (in Rs.)	MAX SUB-LIMITS (per annum)
Hospitalization cost reimbursement limit	360000
Term life Insurance Cover (including EDLI)	2000000
Disability cover due to accident (upto)	1800000

+ Year-end Performance Bonus is not payable on prorate 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.

Engagement 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