



# Rewarding Performance

## Annual Earning Opportunity for Manoj Kumar Chittimalla

Band: E2	Annexure A
Designation: Senior Specialist	Travel Plan: TP3
Location: Chennai	
Issued Date: Thursday, October 1, 2020	
Monthly Components (In Rs.)	
Basic Salary	23955
House Rent Allowance(HRA)	11978
Monthly Flexible Basket Å	25500
Bright Hours Allowance æ	3000
Advance Monthly Performance Bonus(AMPB) +	14375
Compensatory Allowance	4540
Food Wallet	2000
TOTAL: Monthly (A)	85348
TOTAL: Monthly : Annualised (B)	1024176
Annual Components (In Rs.)	
Social Security & Retirals	
Provident Fund @ 12% of Basic Salary	34495
Gratuity	13822
Contribution towards Medical Insurance (GHMI)	20000
TOTAL: Annual : (C)	68317
Variable Components(In Rs.)	
Engagement PB @ 100% achievement levels (paid monthly)	57504
TOTAL: Variable Components : (D)	57504
Total Annual Earning Opportunity (B) + (C) + (D)	1149997
# FLEXI BASKET DETAILS	MAX SUB-LIMITS (per annum)
Leave Travel Assistance Å	60000
Company Car Lease Entitlement !	150000
Fuel Reimbursement and Car Maintenance Charges	96000
ADDITIONAL BENEFITS :	
Group Term Life Insurance (including EDLI) Rs. 3,000,000	
! As part of the Company leased car scheme	
æ Payable as per the BHA Scheme. Applicable as per the company declared scheme-details available on EHS site on knockout.	
Å Employee has an option of availing all or some of the Monthly Flexi Basket (MFB) across various components as per annual limits and entitlements indicated in the CTC sheet. The split of the same has to be submitted to EHS (through MFB Link mail within 30 days of joining failing which the same will be paid as taxable component) as per company wide guidelines and timelines.	
Å Will be governed as per the prevalent LTA policy, at the time of claiming the same.	
Enagement PB will be payable on a monthly basis as per EPB guidelines	
'\$\$ To be claimed for official cell phone expenses only as per the telephone policy available on Policies Hub site. The claim has to be supported by bills and shall lapse monthly if unclaimed.	
NOTE :	
Your compensation can be restructured at anytime protecting Annual Earning Opportunity.	
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 HCL Reporting Manager	