

Rewarding Performance

HCL

COST TO COMPANY(CTC) FOR SRINIVASAN MAHALINGAM (51588437)
BAND: E2
DESIGNATION: TECHNICAL LEAD
Travel Plan: TP3
WEF: 01-07-2021
Monthly Components (In Rs.)

Basic Salary	15614
House Rent Allowance/Company Leased Accommodation	7807
Food Wallet	2000
Flexi Basket @	24873
TOTAL: Monthly (A)	50294
TOTAL: Monthly : Annualised (B)	603528

Annual Components(In Rs.)

Provident Fund	22484
Insurance & Medical Benefits	18826
Gratuity **	9008
TOTAL: Annual (C)	50318

Variable Components(In Rs.)

Performance Bonus @ 100% achievement levels*	51240
Engagement PB @ 100% achievement levels (paid monthly)#	37116
TOTAL: Variable Components : (D)	88356
Cost to Company (B) + (C) + (D) [Annual]	742202

* SOCIAL SECURITY & HEALTH BENEFITS [As Per Schemes]

 MAX SUB-LIMITS
(per annum) in Rs.

Hospitalization cost reimbursement limit	500000
Term life Insurance Cover##	3000000

Disability cover due to accident (upto)	2500000
@ FLEXI BASKET DETAILS	MAX SUB-LIMITS (per annum) in Rs.
Fuel Reimbursement and Car Maintenance Charges	88476
Car Lease Rental	150000
Leave Travel Assistance / Allowance	60000
TOTAL ANNUAL FLEXI BASKET	298476
<i>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</i>	
# #The EDLI coverage of INR 602,000 is over & above the Term Life Insurance coverage defined above.	
** Gratuity payable as per rules	
* 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.	
# Engagement PB will be payable on a monthly basis as per EPB guidelines	
For details on any of the above, please refer "Guidelines on your compensation structure"	
Note: Any Personal Tax liability arising out of compensation will be borne solely by the employee.	
Your compensation details are personal and strictly confidential only to you. This should not be shared with any person other than your reporting manager and HR.	

