



Rewarding Performance

COST TO COMPANY(CTC) FOR Kiran . Nelloru .

Email: nellorukiran@gmail.com

Band: E2

Designation: SR. TECHNICAL LEAD

Issued Date: Thursday, December 31, 2020

Monthly Components (In Rs.)

Basic Salary	41667
House Rent Allowance/Company Leased Accomodation	20834
Compensatory Allowance	46329
Food Wallet	2000
Flexi Basket #	25500
TOTAL: Monthly (A)	136330
TOTAL: Monthly : Annualised (B)	1635960

Annual Components (In Rs.)

Provident Fund	60000
Gratuity	24039
Insurance & Medical Benefits	20000
TOTAL: Annual : (C)	104039

Variable Components(In Rs.)

Performance Bonus @ 100% achievement levels+	160000
Engagement PB @ 100% achievement levels (paid monthly)	99996
TOTAL: Variable Components : (D)	259996

Total Annual Earning Opportunity (B) + (C) + (D)	1999995
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# FLEXI BASKET DETAILS	MAX SUB-LIMITS (per annum)
Car Lease Rental	150000
Leave Travel Assistance / Allowance	60000
Fuel Reimbursement and Car Maintenance Charges	96000

\$ INSURANCE & MEDICAL BENEFITS (in Rs.)	MAX SUB-LIMITS (per annum)
Hospitalization cost reimbursement limit	500000
Term life Insurance Cover##	3000000
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 prorata basis in the event of employee leaving the organization prior to the completion of the performance review cycle.

The EDLI coverage of INR 602,000 is over & above the Term Life Insurance coverage defined above.

Enagement 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