

Rewarding Performance

HCL



COST TO COMPANY(CTC) FOR PINAKI MUKHERJEE (51321122)

BAND: E5**DESIGNATION: DEPUTY GENERAL MANAGER****Travel Plan: TP2****WEF: 01-01-2021****Monthly Components (In Rs.)**

Basic Salary	61998
--------------	-------

Flexible Allowance	142848
--------------------	--------

TOTAL: Monthly (A)	204846
---------------------------	---------------

TOTAL: Monthly : Annualised (B)	2458152
--	----------------

Annual Components(In Rs.)

Provident Fund	89277
----------------	-------

Insurance & Medical Benefits	35000
------------------------------	-------

Gratuity **	35768
-------------	-------

TOTAL: Annual (C)	160045
--------------------------	---------------

Variable Components(In Rs.)

Performance Bonus @ 100% achievement levels*	357693
--	--------

TOTAL: Variable Components : (D)	357693
---	---------------

Cost to Company (B) + (C) + (D) [Annual]	2975890
---	----------------

* SOCIAL SECURITY & HEALTH BENEFITS [As Per Schemes]

MAX SUB-LIMITS
(per annum) in Rs.

Term life Insurance Cover# #	9000000
------------------------------	---------

#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 prorated basis in the event of employee leaving the organization prior to the completion of the performance review cycle.

includes the benefits of EDLI also and this covers disability clause as per the policy.

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.



www.myhcl.com