

Rewarding Performance

HCL



COST TO COMPANY(CTC) FOR PRASHANT KISHOR KHAPEKAR (51784561)

BAND: E1**DESIGNATION: Senior Software Engineer****WEF: 01-10-2020**

Monthly Components (In Rs.)

Basic Salary	17414
House Rent Allowance/Company Leased Accommodation	17414
Holiday Allowance	4166
Compensatory Allowance	20680
Food Wallet	2000
TOTAL: Monthly (A)	61674
TOTAL: Monthly : Annualised (B)	740088

Annual Components(In Rs.)

Provident Fund	25076
Insurance & Medical Benefits	10000
Gratuity **	10047
TOTAL: Annual (C)	45123

Variable Components(In Rs.)

Performance Bonus @ 100% achievement levels*	8994
Engagement PB @ 100% achievement levels (paid monthly)#	41796
TOTAL: Variable Components : (D)	50790
Cost to Company (B) + (C) + (D) [Annual]	836001

* SOCIAL SECURITY & HEALTH BENEFITS [As Per Schemes]

MAX SUB-LIMITS
(per annum) in Rs.

Hospitalization cost reimbursement limit	360000
Term life Insurance Cover##	2000000

Disability cover due to accident (upto)	1800000
# #The EDLI coverage of INR 602,000 is over & above the Term Life Insurance coverage defined above.	
** <i>Gratuity payable as per rules</i>	
* 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.	
# Engagement PB will be payable on a monthly basis as per EPB guidelines	
<i>For details on any of the above, please refer "Guidelines on your compensation structure"</i>	
<i>Note: Any Personal Tax liability arising out of compensation will be borne solely by the employee.</i>	
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.	

