



# Rewarding Performance

## COST TO COMPANY(CTC) FOR Sarathchandran P R

Email: saransarath72@gmail.com

Band: E2

Designation: Technical Lead

Issued Date: Wednesday, November 23, 2022

### Monthly Components (In Rs.)

Basic Salary	45833
House Rent Allowance/Company Leased Accomodation	22917
Compensatory Allowance	53880
Food Wallet	2000
Flexi Basket #	25500
<b>TOTAL: Monthly (A)</b>	<b>150130</b>
<b>TOTAL: Monthly : Annualised (B)</b>	<b>1801560</b>

### Annual Components (In Rs.)

Provident Fund	66000
Gratuity	26442
Insurance & Medical Benefits	20000
<b>TOTAL: Annual : (C)</b>	<b>112442</b>

### Variable Components(In Rs.)

Performance Bonus @ 100% achievement levels+	176000
Engagement PB @ 100% achievement levels (paid monthly)	110004
<b>TOTAL: Variable Components : (D)</b>	<b>286004</b>

<b>Total Annual Earning Opportunity (B) + (C) + (D)</b>	<b>2200006</b>
---	----------------

# 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 702,000 is over & above the Term Life Insurance coverage defined above.

Enagement PB will be payable on a monthly basis as per EPB guidelines

Relocation expenses will be applicable as per Relocation Expenses for New Employees Policy on Policies Hub.  
Expenses related to Packaging and Transportation of household goods shall be reimbursed on the actuals subjected to a maximum of employee's 2 month's basic salary. The whole amount will be recovered if you leave HCL before 12 months of your joining date.

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