

Rewarding Performance

HCL

COST TO COMPANY(CTC) FOR SAROJ KUMAR SAHOO (51894177)
BAND: E1
DESIGNATION: GRADUATE ENGINEER TRAINEE (GET)
Travel Plan: TP3
WEF: 01-10-2021
Monthly Components (In Rs.)

Basic Salary	15090
House Rent Allowance(HRA)	7545
Bright Hours Allowance*	829
Advance Monthly Performance Bonus(AMPB)#	2063
TOTAL: Monthly (A)	25527
TOTAL: Monthly : Annualised (B)	306324

Annual Components(In Rs.)

Provident Fund	21730
Contribution towards Medical Insurance (GHMI)	10000
Gratuity **	8707
TOTAL: Annual (C)	40437

Variable Components(In Rs.)

Engagement PB @ 100% achievement levels (paid monthly)#	18252
TOTAL: Variable Components : (D)	18252
Cost to Company (B) + (C) + (D) [Annual]	365013

* SOCIAL SECURITY & HEALTH BENEFITS [As Per Schemes] MAX SUB-LIMITS
(per annum) in Rs.

Term life Insurance Cover## 2000000

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

** Gratuity payable as per rules

* Payable as per the Bright Hour Allowance (BHA) Scheme. Applicable as per the company declared scheme-details available on Policies Hub.

Advance Monthly Performance Bonus (AMPB), paid during the review period will be subject to 100% recovery if you are relieved from the company’s employment before completion of performance appraisal cycle.

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

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.

