



Rewarding Performance

COST TO COMPANY(CTC) FOR Prasad Shetkar

Email: prasad.shetkar@gmail.com

Band: E3

Designation: Project Manager

Issued Date: Monday, September 02, 2024

Monthly Components (In Rs.)

| | |
|--|----------------|
| Basic Salary | 149583 |
| House Rent Allowance/Company Leased Accomodation | 69792 |
| Holiday Allowance | 15000 |
| Compensatory Allowance | 13631 |
| Food Wallet | 0 |
| TOTAL: Monthly (A) | 248006 |
| TOTAL: Monthly : Annualised (B) | 2976072 |

Annual Components (In Rs.)

| | |
|------------------------------|---------------|
| Provident Fund | 31600 |
| Gratuity | 89332 |
| Insurance & Medical Benefits | 7200 |
| TOTAL: Annual : (C) | 128132 |

Variable Components(In Rs.)

| | |
|--|---------------|
| Performance Bonus @ 100% achievement levels+ | 500000 |
| TOTAL: Variable Components : (D) | 500000 |

| | |
|---|----------------|
| COST TO COMPANY - per annum (B) + (C)+ (D) | 3604204 |
|---|----------------|

| \$ INSURANCE & MEDICAL BENEFITS (in Rs.) | MAX SUB-LIMITS (per annum) |
|---|-----------------------------------|
| Hospitalization cost reimbursement limit | 360000 |
| Term life Insurance Cover## | 2000000 |
| Disability cover due to accident (upto) | 1800000 |

+ 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.

Holiday Allowance can be converted into LTA. Please refer guidelines and contact the respective HR Representative.

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