



Rewarding Performance

COST TO COMPANY(CTC) FOR Saurav Kumar

Email: saurav1895@gmail.com

Band: E1

Designation: MEMBER TECHNICAL STAFF

Issued Date: Tuesday, February 11, 2020

Monthly Components (In Rs.)

Basic Salary	15417
House Rent Allowance/Company Leased Accommodation	7709
Holiday Allowance	4166
Compensatory Allowance	11784
Food Wallet	2000
TOTAL: Monthly (A)	41076
TOTAL: Monthly : Annualised (B)	492912

Annual Components (In Rs.)

Provident Fund	22200
Gratuity	8894
Insurance & Medical Benefits	10000
TOTAL: Annual : (C)	41094

Variable Components(In Rs.)

Engagement PB @ 100% achievement levels (paid monthly)	30000
Performance Bonus @ 100% achievement levels+	36000
TOTAL: Variable Components : (D)	66000

Total Annual Earning Opportunity (B) + (C) + (D)	600006
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\$ INSURANCE & MEDICAL BENEFITS (in Rs.)	MAX SUB-LIMITS (per annum)
Hospitalization cost reimbursement limit	360000
Term life Insurance Cover (including EDLI)	2000000
Disability cover due to accident (upto)	1800000

+ 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.

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

Engagement 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