

Rewarding Performance

HCL



COST TO COMPANY(CTC) FOR SAURAV KUMAR (51816765)

BAND: EI

DESIGNATION: Software Engineer

WEF: 01-10-2020

Monthly Components (In Rs.)

Basic Salary	15312
House Rent Allowance/Company Leased Accommodation	14052
Holiday Allowance	4166
Food Wallet	2000
TOTAL: Monthly (A)	35530
TOTAL: Monthly : Annualised (B)	426360

Annual Components(In Rs.)

Provident Fund	22049
Insurance & Medical Benefits	12000
Gratuity **	8834
TOTAL: Annual (C)	42883

Variable Components(In Rs.)

Performance Bonus @ 100% achievement levels*	41500
Engagement PB @ 100% achievement levels (paid monthly)#	26256
TOTAL: Variable Components : (D)	67756
Cost to Company (B) + (C) + (D) [Annual]	536999

* 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

Employees Compensation Details

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

** *Gratuity payable as per rules*

* 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

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.



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