



Rewarding
Performance

| COST TO COMPANY (CTC) FOR Ramanathan Vadugathan | |
|---|----------------------------|
| Email:ramcoonoor@gmail.com | |
| Band: E3 | |
| Designation: Senior Manager | |
| Issued Date: Tuesday ,October 22, 2019 | |
| Monthly Components (In Rs.) | |
| Basic Salary | 43021 |
| House Rent Allowance / Company Leased Accommodation | 21511 |
| Compensatory Allowance | 46946 |
| Food Wallet | 2000 |
| Flexi Basket # | 32500 |
| TOTAL: Monthly (A) | 145978 |
| TOTAL: Monthly : Annualised (B) | 1751736 |
| Annual Components (In Rs.) | |
| Provident Fund | 61950 |
| Gratuity | 24820 |
| Insurance & Medical Benefits | 20000 |
| TOTAL : Annual : (C) | 106770 |
| Variable Components (in Rs.) | |
| Performance Bonus @ 100 % Achievement levels + | 206500 |
| TOTAL : Variable Components : (D) | 206500 |
| Total Annual Earning Opportunity (B) + (C) + (D) | 2065006 |
| # FLEXI BASKET DETAILS | MAX SUB-LIMITS (Per Annum) |
| Car Lease rental | 210000 |
| Leave Travel Assistance / Allowance | 60000 |
| Fuel Reimbursement and Car Maintenance Charges | 120000 |
| \$ INSURANCE & MEDICAL BENEFITS (in Rs.) Annum) | MAX SUB-LIMITS (Per |
| Hospitalization cost reimbursement limit | 500000 |
| Term life Insurance Cover (Including EDLI) | 4500000 |
| 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 mentioned in the CTC sheet. Based on the individual declaration and actual reimbursements, any unclaimed amount will be paid as taxable 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 organisation prior to the completion of the performance review cycle. | |
| 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. | |