

Annual Earning Opportunity for Mr Twinkle Sapra	
Band: E3	Annexure A
Designation: ASSOCIATE CONSULTANT -	Travel Plan: TP3
Location: Noida	
Date of Joining: 14 Mar 2011	
Monthly Components (In Rs.)	
Basic Salary	22917
Monthly Flexible Basket Å	38875
Management Allowance ~	12856
Bright Hours Allowance æ	4000
TOTAL: Monthly (A)	78648
TOTAL: Monthly : Annualised (B)	943776
Annual Components (In Rs.)	
Social Security & Retirals	
Provident Fund @ 12% of Basic Salary	33000
Gratuity	13223
TOTAL: Annual : (C)	46223
Bonus (In Rs.)	
Year End Performance Bonus #	110000
TOTAL: Annual Bonus: (D)	110000
Total Annual Earning Opportunity (B) + (C) + (D)	1099999
# FLEXI BASKET DETAILS	MAX SUB-LIMITS (per annum)
Medical Reimbursement	15000
Leave Travel Assistance Å	30000
HRA/CLA Percentage É	137502
Conveyance Allowance Æ	9600
GHMI	20000
Children Education Allowance	2400
Company Car Lease Entitlement !	210000
Fuel Reimbursement and Car Maintenance Charges	42000
ADDITIONAL BENEFITS :	
Group Personal Accident Insurance Rs. 5 Lacs + Rs. 5 Lacs Air Accident	
Term-Life Insurance Cover of Rs. 15 Lacs	
You are covered under GPAI scheme as per Company's GPAI policy. The sum assured is of Rs. 5 Lacs. (Rs. 10 Lacs in case of Air Accident)	
MONTHLY OMB (OFFICIAL MOBILE BUDGET) \$\$ : "Official Mobile Budget (OMB) entitlements as per Telephone Policy in Natasha."	
~ On movement to an OMC/Transition/EUC & DC Practice the Compensation shall be restructured with BHA as part of the CTC.	
! As part of the Company leased car scheme	
æ Payable as per the BHA Scheme. Applicable as per the company declared scheme-details available on EHS site on knockout.	
Å Employee has an option of availing all or some of the Monthly Flexi Basket (MFB) across various components as per annual limits and entitlements indicated in the CTC sheet other than GHMI which is compulsory. The split of the same has to be submitted to EHS (through MFB Link mail within 30 days of joining failing which the same will be paid as taxable component) as per company wide guidelines and timelines.	
É Will be governed as per the prevalent LTA policy, at the time of claiming the same.	
Ë CLA shall be applicable as per company policy.	
Æ Conveyance allowance shall be taxable unless an advance quarterly declaration (through SSD) is given for not using company car lease scheme and /or not using company provided transport.	
All employees are covered under GHMI by default. Please read detailed instructions before deciding. Existing employees have default coverage under GHMI in the absence of declaration.	
# The bonus is payable at the end of the performance cycle (in which you are covered) based on performance rating during the year.	
'\$\$ To be claimed for official cell phone expenses only as per the telephone policy available on Natasha site. The claim has to be supported by bills and shall lapse monthly if unclaimed.	
NOTE :	
Your compensation can be restructured at anytime protecting Annual Earning Opportunity.	
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 HCL Reporting Manager	
All personal tax liability arising out of compensation and joining expense (if any) will be borne solely by the employee.	