

Rewarding Performance

HCL



COST TO COMPANY(CTC) FOR SIGI VENKATESH (51836227)

BAND: E1

DESIGNATION: Software Engineer

WEF: 01-10-2021

Monthly Components (In Rs.)

Basic Salary	15207
House Rent Allowance/Company Leased Accommodation	8538
Holiday Allowance	4166
Food Wallet	2000
TOTAL: Monthly (A)	29911
TOTAL: Monthly : Annualised (B)	358932

Annual Components(In Rs.)

Provident Fund	21898
Insurance & Medical Benefits	10000
Gratuity **	8773
TOTAL: Annual (C)	40671

Variable Components(In Rs.)

Performance Bonus @ 100% achievement levels*	26940
Engagement PB @ 100% achievement levels (paid monthly)#	22452
TOTAL: Variable Components : (D)	49392
Cost to Company (B) + (C) + (D) [Annual]	448995

* 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

Other Incentives Components(In Rs.)

Retention Bonus ***	40000
Total Target Compensation	488995

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

** Gratuity payable as per rules

*** Retention bonus is a trust pay which an employee is eligible on completion of two appraisal cycles with the organization. This bonus paid is subjected to recovery if an employee leaves the organization before 12 months of letter effective date.

* 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.

