



Rewarding Performance

Annual Earning Opportunity for Prashanth Viswanathan

Band: E2	Annexure A
Designation: SENIOR SPECIALIST	Travel Plan: TP3
Location: Bengaluru	
Issued Date: Monday, June 15, 2020	
Monthly Components (In Rs.)	
Basic Salary	20830
House Rent Allowance(HRA)	10416
Monthly Flexible Basket Å	25253
Bright Hours Allowance æ	3000
Advance Monthly Performance Bonus(AMPB) +	12500
Food Wallet	2000
TOTAL: Monthly (A)	73999
TOTAL: Monthly : Annualised (B)	887988
Annual Components (In Rs.)	
Social Security & Retirals	
Provident Fund @ 12% of Basic Salary	29995
Gratuity	12019
Contribution towards Medical Insurance (GHMI)	20000
TOTAL: Annual : (C)	62014
Variable Components(In Rs.)	
Engagement PB @ 100% achievement levels (paid monthly)	50004
TOTAL: Variable Components : (D)	50004
Total Annual Earning Opportunity (B) + (C) + (D)	1000006
# FLEXI BASKET DETAILS	MAX SUB-LIMITS (per annum)
Leave Travel Assistance Å	60000
Company Car Lease Entitlement !	147036
Fuel Reimbursement and Car Maintenance Charges	96000
ADDITIONAL BENEFITS :	
Group Term Life Insurance (including EDLI) Rs. 3,000,000	
! 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. 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.	
Å Will be governed as per the prevalent LTA policy, at the time of claiming the same.	
Enagement PB will be payable on a monthly basis as per EPB guidelines	
*\$\$ To be claimed for official cell phone expenses only as per the telephone policy available on Policies Hub 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.	