



TRANSFORM, TO SOAR HIGH

COST TO COMPANY(CTC) FOR Bhargav Sarma

Email: bharagav_yellayi@gmail.com

Band: E1

Designation: MEMBER TECHNICAL STAFF

Issued Date: Friday, November 15, 2013

Monthly Components (In Rs.)

Basic Salary	15625
House Rent Allowance/Company Leased Accommodation	18906
Conveyance Allowance	2000
Medical Allowance	2000
Holiday Allowance\$	4166
City Compensatory Allowance# ##	6500
Deployment Allowance/ Performance Incentive	5625
TOTAL: Monthly (A)	54822
TOTAL: Monthly : Annualised (B)	657864

Annual Components (In Rs.)

Provident Fund	22500
Gratuity	9014
Insurance & Medical Benefits	15625
TOTAL: Annual : (C)	47139

Variable Components (In Rs.)

Performance Bonus @ 100% achievement levels+	45000
TOTAL: Variable Components : (D)	45000
Cost to Company (B) + (C) + (D)	750003

\$ INSURANCE & MEDICAL BENEFITS (in Rs.)	MAX SUB-LIMITS (per annum)
Hospitalization cost reimbursement limit	468750
Term life Insurance Cover (including EDLI)	1800000
Disability cover due to accident (upto)	1800000

+ Year-end Performance Bonus is not payable on prorate basis in the event of employee leaving the organization prior to the completion of the performance review cycle.

\$ Holiday Allowance can be converted into LTA. Please refer guidelines and contact the respective HR Representative.

Your CCA amount will be subject to your working location - City / Zone classification as per the CCA Policy. CCA component will subject to change if there is a change in your band or working location (City)

Relocation expenses will be applicable as per Relocation Expenses for New Employees Policy on NATASHA which will be recovered if you leave HCL before 12 months of your joining.

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

All personal tax liability arising out of compensation and joining expense (if any) will be borne solely by the employee.