 ***Strictly Confidential***

**Compensation Breakup Sheet**

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| **Name** | **Abhishek Gautam** |
| **Designation** | **Software Engr III** |
| **Department** | **EPMT** |
| **Location** | **Bangalore** |
| **Band** | **3** |

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| **Description** | **Salary Structure** | |
| **Fixed Components** | **Per Month (Rs)** | **Per Annum (Rs)** |
| Basic | 116,667 | 1,400,004 |
| **Flexible Components** | | |
| Cash Allowance | 155,388 | 1,864,656 |
| **Retirals** | | |
| Employer's Contribution to Provident Fund | 14,000 | 168,000 |
| Gratuity | 5,612 | 67,344 |
| **Total Fixed Cash (TFC)** | **291,667** | **3,500,004** |

*Note: Refer the annexure I for component definitions*

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| ***Annexure I*** |
| ***Fixed Components*** |
| **Basic**: It is a fixed component paid to an employee. The retirement benefits such as Provident Fund and Gratuity are  linked to the basic pay |
| ***Flexible Components (Declared out of Cash Allowance)\**** |
| **House Rent Allowance(HRA):** This allowance is provided to employees to rent a suitable accommodation. You can  declare upto a maximum of 50% of your annual basic salary towards House Rent Allowance. |
| **Leave Travel Allowance(LTA**):This allowance is provided to all employees for the purpose of Leave Travel Assistance. You can declare upto a maximum of 17% of your annual basic salary (2 months Basic) maximum upto INR 100,000/-  towards LTA |
| **Meal Coupons:** An amount of Rs. 13,200/- per annum can be declared towards meal coupons. |
| **National Pension System (NPS) :** Contribution to NPS upto 10% of Basic salary is allowed. Once enrolled, minimum contribution is Rs 1200/ per annum. Enrolment process is annual and getting a PRAN is a prerequisite for enrolment. |
| **Cash Allowance:** This is an allowance that is used to adjust the Total Fixed Cash (TFC) after the other components have been declared. It is the residual amount of the TFC. |

\* Please refer to eligibility and policy guidelines as applicable to your business.

Note: The compensation review happens generally on annual basis. Employees joining on or before Oct 31st will be considered as a part of the annual compensation revision for that year