

## Your annualized Compensation & Benefits Statement

Name	Bennappa Guddakar	Level	ICB-Entry
		Per month INR	Per annum INR
<b>Basic Salary</b>		<b>20,854</b>	<b>250,253</b>
<b>Flexible Benefit Plan*</b>			<b>250,253</b>
<b>Gross Package</b>			<b>500,506</b>
<b>Retirals</b>			<b>42,067</b>
Provident Fund @ 12%			
Gratuity @ 4.81%			
<b>Executive Health Checkup</b>			<b>3,500</b>
<b>Annual premium for Hospitalisation Insurance **</b>			<b>16,600</b>
Your floater cover is INR 400,000			
<b>Annual premium for Group Accident &amp; Term Life Insurance coverage</b>			<b>373</b>
Your Accident Insurance coverage is	2 times of Annual Basic Salary		
Your Life Insurance coverage is	2 times of Annual Basic Salary		
<b>Transportation Subsidy***</b>			<b>90,000</b>
<b>Total Cost to Company</b>			<b>653,046</b>
<b>Keysight Variable Pay (KVP)</b>			
You will also be eligible to participate in a variable pay program called the Keysight Variable Pay (KVP) beginning on your first day of employment. The KVP provides for a bonus opportunity that can be paid out twice a year. The actual payout would depend on Keysight achieving targeted business performance.			
<b>FBP Limits *</b>			
<b>HRA</b>	<b>50% of Basic</b>		
<b>LTA</b>	<b>60,000/- per annum</b>		
<b>Food Coupons</b>	<b>26,400/- per annum</b>		
<b>Gift Coupons</b>	<b>4,800/- per annum</b>		
<b>Vehicle Running&amp;Maintenance</b>	<b>21,600/- per annum</b>		
<b>FBP Allowance</b>	<b>No Limit. The amount under this is taxable</b>		

**\*The % or amount mentioned in FBP Limit section is the maximum that can be claimed under each category.**

**FBP declarations should not reduce the monthly take home salary below INR 21000. This minimum value can be revised at company's discretion from time to time.**

**\*\* This is the annual premium which is paid to the insurance company on behalf of every employee for coverage under the Group Hospitalisation Insurance policy.**

**\*\*\* Employee opting for Fleet will not be eligible for this amount.**