

Compensation Breakup Sheet		
Name	PRACHI GULIHAR	
Designation	Exp Tech Writer	
Department	EPMT	
Location	Bangalore	
Band	3	
Description	Salary Structure	
Fixed Components	Per Month	Per Annum
Basic	46,667	560,000
Flexible Components		
Cash Allowance	62,155	745,864
Retirals		
Employer's Contribution to Provident Fund	5,600	67,200
Gratuity	2,245	26,936
<b>Total Fixed Cash (TFC)</b>	<b>116,667</b>	<b>1,400,000</b>

Note: Refer the annexure I for component definitions

Annexure I
<b>Fixed Components</b>
<b>Basic:</b> It is a fixed component paid to an employee. The retirement benefits such as Provident Fund and Gratuity are linked to the basic pay
<b>Flexible Components (Declared out of Cash Allowance)*</b>
<b>House Rent Allowance(HRA):</b> 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.
<b>Leave Travel Allowance(LTA):</b> 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
<b>Meal Coupons:</b> An amount of Rs. 13,200/- per annum can be declared towards meal coupons.
<b>National Pension System (NPS) :</b> 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.
<b>Cash Allowance:</b> 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.

\* Tax exemptions to the above if any are subject to applicability of Income tax rules as per the Income Tax

\* 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

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DocuSigned by:  
Prachi Gulihar  
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**DO NOT MODIFY**

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