

## **Compensation Breakup Sheet**

Name	PRACHI GULIHAR	
Designation	Exp Tech Writer	
Department	EPMT	
Location	Bangalore	
Band	3	
Description	Sal	ary 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
Total Fixed Cash (TFC)	116,667	1,400,000

Note: Refer the annexure I for component definitions

## 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.

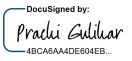
**National Pension System (NPS)**: Contribution to NPS upto 10% of Basic salary is allowed. Once enrolled, minimum contribution is Rs 1200/ per annum. Enrolment process is annual and getting a PRAN is a prerequisite for enrolment.

**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.

- \* 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





Candidate ID	
Requisition ID	HRD157199
Region	APAC
Country	IND
Document Category	Hiring
Document Type	Appointment letter