

Compensation Breakup Sheet

Name	Sridhar Subramani
Designation	Advanced V&V Engr
Department	ESPS
Location	Madurai
Band	3

Description	Salary Structure	
Fixed Components	Per Month (Rs)	Per Annum (Rs)
Basic	98,500	1,182,000
Flexible Components		
Cash Allowance	210,644	2,527,728
Retirals		
Employer's Contribution to Provident Fund	11,820	141,840
Gratuity	4,738	56,856
Total Fixed Cash (TFC)	325,702	3,908,424

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.

* 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