

## Compensation Details

<b>Name: Pipsita Moharana</b>	<b>Designation: Sr Software Engineer</b>
<b>ID: 59797</b>	<b>Grade: F1</b>

Annual Amount in INR		
Salary Components	As of 30 <sup>th</sup> Jun, 2022	From 1 <sup>st</sup> Jul, 2022
Basic	374,100	442,336
India Allowance	72,000	72,000
Customized Allowance Pool (CAP)	738,014	885,761
Provident Fund (Employer's contribution @ 12% of Basic)	44,892	53,080
<b>Total Fixed</b>	<b>1,229,006</b>	<b>1,453,177</b>
<b>Total Cash Component</b>	<b>1,229,006</b>	<b>1,453,177</b>
Gratuity Contribution @ 4.81% of Basic	17,994	21,276
<b>CTC</b>	<b>1,247,000</b>	<b>1,474,453</b>

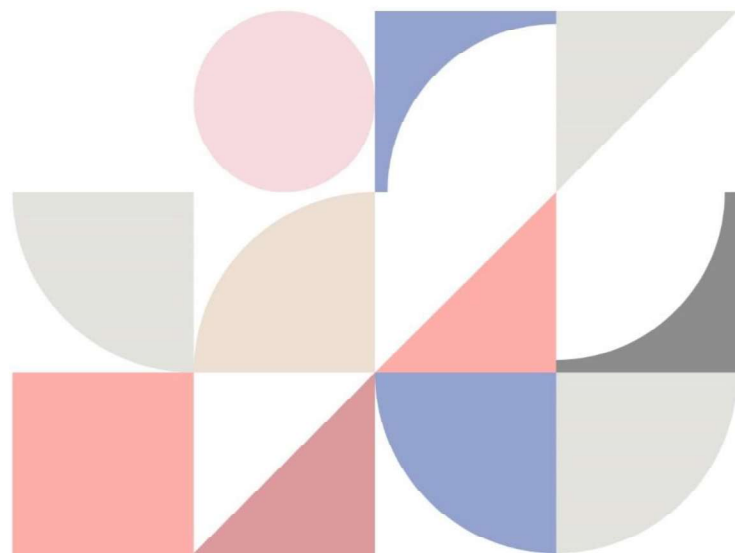
Disclaimers/Explanatory Statements:

- The Total Rewards Statement presents a consolidated view of your compensation & benefits and does not replace the terms of your appointment letter or Organization policies and procedures
- Please visit Associate Self Service to update your Customized Allowance Pool (CAP)
- As per PF Rule a mandatory equivalent contribution will be deducted from your monthly salary and will be credited to your EPF account
- Gratuity would be as per Company policy and statutory guidelines.

Best Regards,  
For Zensar Technologies Ltd



**Vivek Ranjan**  
**SVP & CHRO**



# Optimized Tax Saving Solutions



## Leave Travel Allowance:

Tax exemption upto 2 months' basic salary for travel expenses



## National Pension Scheme:

Exemption upto 10% of basic salary under Sec 80 CCD (2) over & above Sec 80 C



## Superannuation Scheme:

INR 1.5 Lacs or 15% of basic salary towards retirement fund; for Grades D1 & above



## India Car Lease Policy:

- Applicable for all associates in Grade C & D for car value, upto 40% of CTC
- Tax benefit of INR 1.2 Lacs for fuel and INR 1.6 Lacs for driver reimbursement
- Petrol Reimbursement: Annual tax exemption limits of INR 28,800 for car of > 1600 cc & INR 21,600 for car of <1600 C; for Grades D & above



## Telephone Reimbursement:

- Grade E: INR 1,500 per month
- Grade C & D: INR 2,000 per month



## Food Wallet:

- Associates can opt for meal vouchers of INR 1,100 or INR 2,200 per month from HDFC, PayTM or Sodexo digital food wallets