

Form 16

Form 16 Details :

Digitally Signed

Employee Name : Sandhya Avhad
Employee PAN : DFKPK9612C
Employee Serial Number : 780078
Employee Designation : Senior Software Engineer
Assessment Year : 2023-2024

Signature Details :

This form has been signed and certified using a Digital Signature Certificate as specified under section 119 of the Income-Tax Act, 1961.

[\(Please refer Circular No. 2/2007, dated 21-05-2007\).](#)

The Digital Signature of the signatory has been affixed in the box provided below. To see the details and validate the signature, you should click on the box.

Digital signature by : ProDigiSign Sub CA DSC 2022
Digital signature certificate issued by : CN=ProDigiSign Sub CA DSC 2022, OID.2.5.4.51="Office No 238, 2nd Flr, Patil Plaza", STREET="Mitramandal Chowk,
Serial Number of DSC : 745263AC1D734E2F6CC341B0A78CE504
Number of Pages : 9 (including this page)

FORM NO. 16

[See rule 31(1)(a)]

PART A

Certificate under Section 203 of the Income-tax Act, 1961 for tax deducted at source on salary paid to an employee under section 192 or pension/interest income of specified senior citizen under section 194P

Certificate No. SAITNBA		Last updated on 08-Jun-2023			
Name and address of the Employer/Specified Bank			Name and address of the Employee/Specified senior citizen		
TIETO INDIA PRIVATE LIMITED Wing 1, Cluster D, EON, MIDC Kharadi Knowledge Park, Nagar Road,, Pune, Pune - 411014 Maharashtra +(91)20-67303419 gajanan.keskar@tieto.com			SANDHYA ASHOK AVHAD HOUSE NO 723, SR NO 2/3 SHINDE CHAWL, SAHYADRI NAGAR, DHANKAWADI, PUNE - 411043 Maharashtra		
PAN of the Deductor	TAN of the Deductor	PAN of the Employee/Specified senior citizen	Employee Reference No. provided by the Employer/Pension Payment order no. provided by the Employer (If available)		
AADCC0744R	PNES57257E	DFKPK9612C			
CIT (TDS)		Assessment Year		Period with the Employer	
The Commissioner of Income Tax (TDS) 4th Floor, .A. Wing, PMT Commercial Complex, Shankar Sheth Road, Swargate, Pune - 411037		2023-24		From 25-May-2022	To 09-Jan-2023
Summary of amount paid/credited and tax deducted at source thereon in respect of the employee					
Quarter(s)	Receipt Numbers of original quarterly statements of TDS under sub-section (3) of Section 200	Amount paid/credited	Amount of tax deducted (Rs.)	Amount of tax deposited / remitted (Rs.)	
Q1	QUZFRCUA	256782.00	41991.00	41991.00	
Q2	QVDMJQEE	388425.00	27068.00	27068.00	
Q3	QVFGGSUB	383903.00	25231.00	25231.00	
Q4	QVIWBASC	56388.00	0.00	0.00	
Total (Rs.)		1085498.00	94290.00	94290.00	
I. DETAILS OF TAX DEDUCTED AND DEPOSITED IN THE CENTRAL GOVERNMENT ACCOUNT THROUGH BOOK ADJUSTMENT					
(The deductor to provide payment wise details of tax deducted and deposited with respect to the deductee)					
Sl. No.	Tax Deposited in respect of the deductee (Rs.)	Book Identification Number (BIN)			
		Receipt Numbers of Form No. 24G	DDO serial number in Form no. 24G	Date of transfer voucher (dd/mm/yyyy)	Status of matching with Form no. 24G
Total (Rs.)					
II. DETAILS OF TAX DEDUCTED AND DEPOSITED IN THE CENTRAL GOVERNMENT ACCOUNT THROUGH CHALLAN					
(The deductor to provide payment wise details of tax deducted and deposited with respect to the deductee)					
Sl. No.	Tax Deposited in respect of the deductee (Rs.)	Challan Identification Number (CIN)			
		BSR Code of the Bank Branch	Date on which Tax deposited (dd/mm/yyyy)	Challan Serial Number	Status of matching with OLTAS*
1	4272.00	6910333	06-06-2022	34287	F
2	37719.00	6910333	05-07-2022	20376	F
3	8816.00	6910333	05-08-2022	31757	F
4	9862.00	6910333	06-09-2022	33265	F

Sl. No.	Tax Deposited in respect of the deductee (Rs.)	Challan Identification Number (CIN)			
		BSR Code of the Bank Branch	Date on which Tax deposited (dd/mm/yyyy)	Challan Serial Number	Status of matching with OLTAS*
5	8390.00	0180005	06-10-2022	03317	F
6	8390.00	0180005	05-11-2022	02936	F
7	8389.00	0180005	05-12-2022	01213	F
8	8452.00	0180005	05-01-2023	00808	F
9	0.00	-	04-02-2023	-	F
10	0.00	-	03-03-2023	-	F
11	0.00	-	05-04-2023	-	F
Total (Rs.)	94290.00				

Verification

I, GAJANAN VISHNUPANT KESKAR, son / daughter of VISHNUPANT MARUTI KESKAR working in the capacity of CONTROLLER (designation) do hereby certify that a sum of Rs. 94290.00 [Rs. Ninety Four Thousand Two Hundred and Ninety Only (in words)] has been deducted and a sum of Rs. 94290.00 [Rs. Ninety Four Thousand Two Hundred and Ninety Only] has been deposited to the credit of the Central Government. I further certify that the information given above is true, complete and correct and is based on the books of account, documents, TDS statements, TDS deposited and other available records.

Place	Pune	
Date	12-Jun-2023	
Designation: CONTROLLER		(Signature of person responsible for deduction of Tax)
		Full Name:GAJANAN VISHNUPANT KESKAR

Notes:

- Part B (Annexure) of the certificate in Form No.16 shall be issued by the employer.
- If an assessee is employed under one employer during the year, Part 'A' of the certificate in Form No.16 issued for the quarter ending on 31st March of the financial year shall contain the details of tax deducted and deposited for all the quarters of the financial year.
- If an assessee is employed under more than one employer during the year, each of the employers shall issue Part A of the certificate in Form No.16 pertaining to the period for which such assessee was employed with each of the employers. Part B (Annexure) of the certificate in Form No. 16 may be issued by each of the employers or the last employer at the option of the assessee.
- To update PAN details in Income Tax Department database, apply for 'PAN change request' through NSDL or UTITSL.

Legend used in Form 16

* Status of matching with OLTAS

Legend	Description	Definition
U	Unmatched	Deductors have not deposited taxes or have furnished incorrect particulars of tax payment. Final credit will be reflected only when payment details in bank match with details of deposit in TDS / TCS statement
P	Provisional	Provisional tax credit is effected only for TDS / TCS Statements filed by Government deductors. "P" status will be changed to Final (F) on verification of payment details submitted by Pay and Accounts Officer (PAO)
F	Final	In case of non-government deductors, payment details of TDS / TCS deposited in bank by deductor have matched with the payment details mentioned in the TDS / TCS statement filed by the deductors. In case of government deductors, details of TDS / TCS booked in Government account have been verified by Pay & Accounts Officer (PAO)
O	Overbooked	Payment details of TDS / TCS deposited in bank by deductor have matched with details mentioned in the TDS / TCS statement but the amount is over claimed in the statement. Final (F) credit will be reflected only when deductor reduces claimed amount in the statement or makes new payment for excess amount claimed in the statement

FORM NO. 16
PART B

Certificate under section 203 of the Income-tax Act, 1961 for tax deducted at source on salary paid to an employee under section 192 or pension/interest income of specified senior citizen under section 194P

Certificate No. SAITNBA		Last updated on 08-Jun-2023	
Name and address of the Employer/Specified Bank		Name and address of the Employee/Specified senior citizen	
TIETO INDIA PRIVATE LIMITED Wing 1, Cluster D, EON, MIDC Kharadi Knowledge Park, Nagar Road,, Pune, Pune - 411014 Maharashtra +(91)20-67303419 gajanan.keskar@tieto.com		SANDHYA ASHOK AVHAD HOUSE NO 723, SR NO 2/3 SHINDE CHAWL, SAHYADRI NAGAR, DHANKAWADI, PUNE - 411043 Maharashtra	
PAN of the Deductor	TAN of the Deductor	PAN of the Employee/Specified senior citizen	
AADCC0744R	PNES57257E	DFKPK9612C	
CIT (TDS)		Assessment Year	Period with the Employer
The Commissioner of Income Tax (TDS) 4th Floor, .A. Wing, PMT Commercial Complex, Shankar Sheth Road, Swargate, Pune - 411037		2023-24	From To 25-May-2022 09-Jan-2023

Annexure - I

Details of Salary Paid and any other income and tax deducted

Whether opting for taxation u/s 115BAC		No	
1.	Gross Salary	Rs.	Rs.
(a)	Salary as per provisions contained in section 17(1)	1085497.00	
(b)	Value of perquisites under section 17(2) (as per Form No. 12BA, wherever applicable)	0.00	
(c)	Profits in lieu of salary under section 17(3) (as per Form No. 12BA, wherever applicable)	0.00	
(d)	Total		1085497.00
(e)	Reported total amount of salary received from other employer(s)		0.00
2.	Less: Allowances to the extent exempt under section 10		
(a)	Travel concession or assistance under section 10(5)	0.00	
(b)	Death-cum-retirement gratuity under section 10(10)	0.00	
(c)	Commuted value of pension under section 10(10A)	0.00	
(d)	Cash equivalent of leave salary encashment under section 10(10AA)	10096.00	
(e)	House rent allowance under section 10(13A)	119024.00	

(f)	Amount of any other exemption under section 10 [Note: Break-up to be filled and signed by employer in the table provide at the bottom of this form]		
(g)	Total amount of any other exemption under section 10	0.00	
(h)	Total amount of exemption claimed under section 10 [2(a)+2(b)+2(c)+2(d)+2(e)+2(g)]		129120.00
3.	Total amount of salary received from current employer [1(d)-2(h)]		956377.00
4.	Less: Deductions under section 16		
(a)	Standard deduction under section 16(ia)	50000.00	
(b)	Entertainment allowance under section 16(ii)	0.00	
(c)	Tax on employment under section 16(iii)	1800.00	
5.	Total amount of deductions under section 16 [4(a)+4(b)+4(c)]		51800.00
6.	Income chargeable under the head "Salaries" [(3+1(e))-5]		904577.00
7.	Add: Any other income reported by the employee under as per section 192 (2B)		
(a)	Income (or admissible loss) from house property reported by employee offered for TDS	0.00	
(b)	Income under the head Other Sources offered for TDS	0.00	
8.	Total amount of other income reported by the employee [7(a)+7(b)]		0.00
9.	Gross total income (6+8)		904577.00
10.	Deductions under Chapter VI-A	Gross Amount	Deductible Amount
(a)	Deduction in respect of life insurance premia, contributions to provident fund etc. under section 80C	150000.00	150000.00
(b)	Deduction in respect of contribution to certain pension funds under section 80CCC	0.00	0.00
(c)	Deduction in respect of contribution by taxpayer to pension scheme under section 80CCD (1)	0.00	0.00
(d)	Total deduction under section 80C, 80CCC and 80CCD(1)	150000.00	150000.00
(e)	Deductions in respect of amount paid/deposited to notified pension scheme under section 80CCD (1B)	4014.00	4014.00

(f)	Deduction in respect of contribution by Employer to pension scheme under section 80CCD (2)	0.00	0.00
(g)	Deduction in respect of health insurance premia under section 80D	27737.00	27737.00
(h)	Deduction in respect of interest on loan taken for higher education under section 80E	0.00	0.00
		Gross Amount	Qualifying Amount
(i)	Total Deduction in respect of donations to certain funds, charitable institutions, etc. under section 80G	0.00	0.00
(j)	Deduction in respect of interest on deposits in savings account under section 80TTA	0.00	0.00
(k)	Amount Deductible under any other provision (s) of Chapter VI-A [Note: Break-up to be filled and signed by employer in the table provide at the bottom of this form]		
(l)	Total of amount deductible under any other provision(s) of Chapter VI-A	0.00	0.00
11.	Aggregate of deductible amount under Chapter VI-A [10(d)+10(e)+10(f)+10(g)+10(h)+10(i)+10(j)+10(l)]	181751.00	
12.	Total taxable income (9-11)	722826.00	
13.	Tax on total income	57066.00	
14.	Rebate under section 87A, if applicable	0.00	
15.	Surcharge, wherever applicable	0.00	
16.	Health and education cess	2283.00	
17.	Tax payable (13+15+16-14)	59349.00	
18.	Less: Relief under section 89 (attach details)	0.00	
19.	Net tax payable (17-18)	59349.00	

Verification

I, GAJANAN VISHNUPANT KESKAR, son/daughter of VISHNUPANT MARUTI KESKAR .Working in the capacity of CONTROLLER (Designation) do hereby certify that the information given above is true, complete and correct and is based on the books of account, documents, TDS statements, and other available records.

Place	Pune	(Signature of person responsible for deduction of tax)	
Date	12-Jun-2023	Full Name:	GAJANAN VISHNUPANT KESKAR

2. (f) Break up for 'Amount of any other exemption under section 10' to be filled in the table below

Sr. No	Amount of any other exemption under section 10	Gross Amount Rs.	Qualifying Amount Rs.	Deductible Amount Rs.
1				
2				
3				
4				
5				
6				

10. (k) Break up for 'Amount deductible under any other provision(s) of Chapter VIA 'to be filled in the table below

Sr. No	Amount deductible under any other provision(s) of Chapter VIA	Gross Amount Rs.	Qualifying Amount Rs.	Deductible Amount Rs.
1	Equity Saving Scheme (80-CCG)	₹ 0.00	₹ 0.00	₹ 0.00
2	Handicapped Dependent (80-DD)	₹ 0.00	₹ 0.00	₹ 0.00
3	Medical Treatment (80-DDB)	₹ 0.00	₹ 0.00	₹ 0.00
4	Additional Housing Loan Interest (80-EE)	₹ 0.00	₹ 0.00	₹ 0.00
5	Rent Paid Deduction (80GG)	₹ 0.00	₹ 0.00	₹ 0.00
6	Physically Handicapped (80-U)	₹ 0.00	₹ 0.00	₹ 0.00

Place : Pune

Signature of the person responsible for deduction of tax

Date : 13/06/2023

Full Name : Gajanan Vishnupant Kesar
Designation : Controller

FORM NO. 12BA

[See rule 26A(2)(b)]

Statement showing particulars of perquisites, others fringe benefits or amenities and profits in lieu of salary with value thereof

- 1 Name and Address of Employer TIETO INDIA PRIVATE LIMITED
Pune, Wing 1, Cluster D, EON Free Zone, MIDC Kharadi Knowledge Park,, Nagar Road,, Pune - Pune-411014
- 2 TAN PNESS7257E
- 3 TDS Assessment Range of the Employer The Commissioner of Income Tax (TDS), 4th Floor, A-Wing, PMT Commercial Complex, Shankar Sheth Road, Swargate, Pune -411037
- 4 Name, Designation and PAN of Employee Sandhya Avhad

Senior Software Engineer

DFKPK9612C

- 5 Is the Employee a Director or a Person With Substantial Interest in the Company (Where the Employer is a Company)
- 6 Income Under the Head 'Salaries' of the Employee: ₹ 904577.27
- 7 Financial Year 2022-2023
- 8 Valuation of Perquisites ₹ 0.00

Sr.No.	Nature of Perquisite's (see rule 3)	Value of Perquisite as per Rules (Rs.)	Amount, if any, recovered from the employee (Rs.)	Amount of perquisite chargeable to tax Col. (Rs.)
1	Accommodation	₹ 0.00	₹ 0.00	₹ 0.00
2	Cars/Other automotive	₹ 0.00	₹ 0.00	₹ 0.00
3	Sweeper, Gardener etc	₹ 0.00	₹ 0.00	₹ 0.00
4	Gas, electricity, water	₹ 0.00	₹ 0.00	₹ 0.00
5	Interest free loan	₹ 0.00	₹ 0.00	₹ 0.00
6	Holiday expenses	₹ 0.00	₹ 0.00	₹ 0.00
7	Free or concessional travel	₹ 0.00	₹ 0.00	₹ 0.00
8	Free meals	₹ 0.00	₹ 0.00	₹ 0.00
9	Free education	₹ 0.00	₹ 0.00	₹ 0.00
10	Gifts, vouchers, etc	₹ 0.00	₹ 0.00	₹ 0.00
11	Credit card expenses	₹ 0.00	₹ 0.00	₹ 0.00
12	Club expenses	₹ 0.00	₹ 0.00	₹ 0.00
13	Use of movable assets by employees	₹ 0.00	₹ 0.00	₹ 0.00
14	Transfer of assets to employees	₹ 0.00	₹ 0.00	₹ 0.00
15	Value of any other benefit	₹ 0.00	₹ 0.00	₹ 0.00
16	Stock options allotted or transferred by Employer	₹ 0.00	₹ 0.00	₹ 0.00
17	Stock options (non-qualified options)	₹ 0.00	₹ 0.00	₹ 0.00
18	Contribution by employer to fund and scheme	₹ 0.00	₹ 0.00	₹ 0.00
19	Annual accretion by way of interest,dividend etc.	₹ 0.00	₹ 0.00	₹ 0.00
20	Other benefits or amenities	₹ 0.00	₹ 0.00	₹ 0.00
21	Total value of Perquisites	₹ 0.00	₹ 0.00	₹ 0.00
22	Total value of profit in lieu of salary as per 17(3)	₹ 0.00	₹ 0.00	₹ 0.00

- 9 Details of Tax
- (a) Tax Deducted From Salary of the Employee Under Section 192(1) ₹ 94290.00
- (b) Tax Paid by the Employer on Behalf of the Employee Under Section 192(1A) ₹ 0.00
- (c) Total Tax Paid ₹ 94290.00
- (d) Date of Payment into Government Treasury AS PER ANNEXURE-B

DECLARATION BY EMPLOYER

I, GAJANAN VISHNUPANT KESKAR, son/daughter of Mr. Vishnupant keskar working as Controller, do hereby declare on behalf of TIETO INDIA PRIVATE LIMITED that the information given above is based on the books of account, documents and other relevant records or information available with us and the details of value of each such perquisite are in accordance with section 17 and rules framed thereunder and that such information is true and correct.

For TIETO INDIA PRIVATE LIMITED

Place : Pune

This form is signed using digital signature. Please refer page 1
Signature of the person responsible for deduction of tax

Date : 13/06/2023

Full Name : Gajanan Vishnupant Keskar
Designation : Controller

TIETO INDIA PRIVATE LIMITED

ANNEXURE TO FORM 16 FOR THE FINANCIAL YEAR 2022-23

Employee Name : Sandhya Avhad

Employee Code : 780078

	Particulars	Amount Rs.
1	Salary Earnings	
	Basic	₹ 319436.00
	House Rent Allowance	₹ 127774.19
	Children Education Allowance	₹ 1503.23
	Child Hostel Allowance	₹ 4509.68
	Leave Travel Allowance	₹ 79858.87
	Statutory Bonus	₹ 15032.26
	Telephone Reimbursement Taxable	₹ 12732.26
	Professional Development Taxable	₹ 18790.32
	PCPL Taxable	₹ 31312.00
	Adjustable Flexible Allowance	₹ 413204.21
	Deferred Allowance	₹ 9400.00
	Misc Payment	₹ 4722.22
	Leave Encashment	₹ 47222.22
	Total Salary as per provisions contained in Section 17(1)	₹ 1085497.46
2	Allowance to the extent exempt under Section 10	
	House Rent Allowance	₹ 119024.19
	Leave Encashment	₹ 10096.00
	Total	₹ 129120.19
3	Tax deducted at source	
	Previous Employer	₹ 0.00
	Current Employer	₹ 94290.00
	Other Income Tax	₹ 0.00
	Total	₹ 94290.00
4	Any other income reported by the employee	
	Income from House property(Self and Let out)	₹ 0.00
	Income from other sources	₹ 0.00
	Total	₹ 0.00